

Exploring **EFFECTIVE MINISTRY** under God



Insights | Initial conclusions | Implementation ideas | Input from experienced practitioners

Exploring Effective Ministry under God

Moore Theological College
23 November 2011

Effective Ministry under God

Conviction

- 1. It is possible for each of us to serve God more effectively today and in the days ahead ...**
- 2. That through the Word, through prayer and through mutual discussion and encouragement we will come to understand that end more clearly ...**
- 3. More effective service will require that we do some things differently; this will entail courage and discipline, grace, further dependence on the Word, on prayer and on service to one another ...**

Starting Point

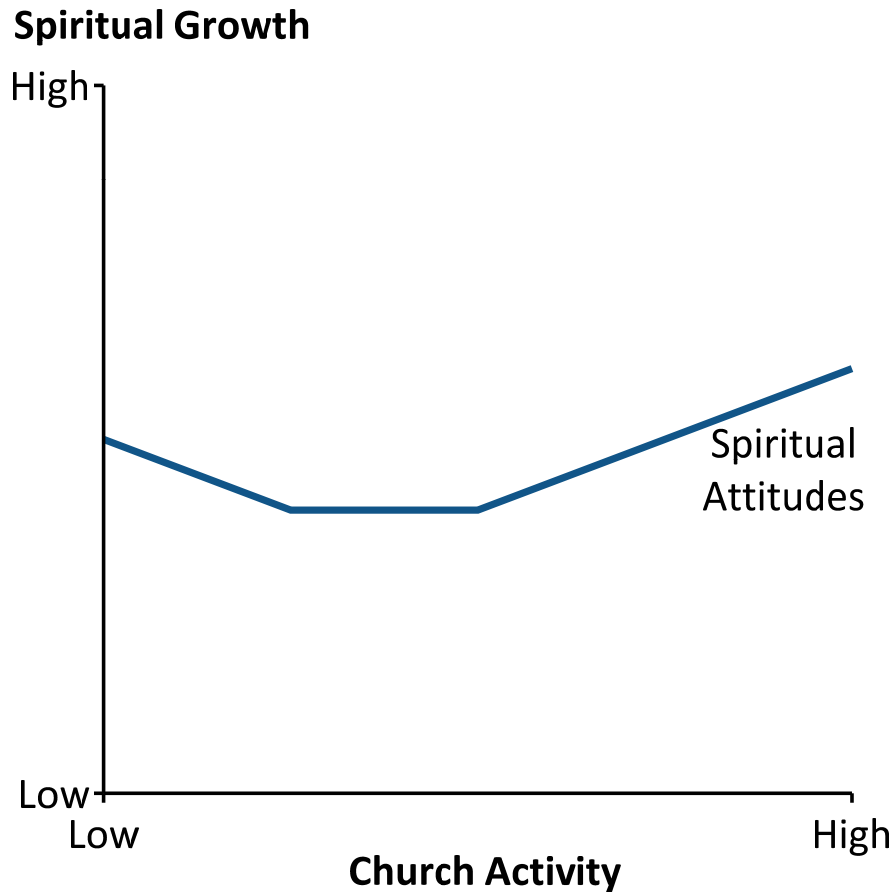
“ Wherever we are located in history, our Christian business is to consult the word of God, to trust the word of God, to live by the word of God, to proclaim the word of God and to defend the word of God.

We sometimes lose the assurance of the gospel and try to grow churches by other means, forgetting that it is He who builds the church by His appointed means.”

Presidential Address

Synod 2011

False Activity

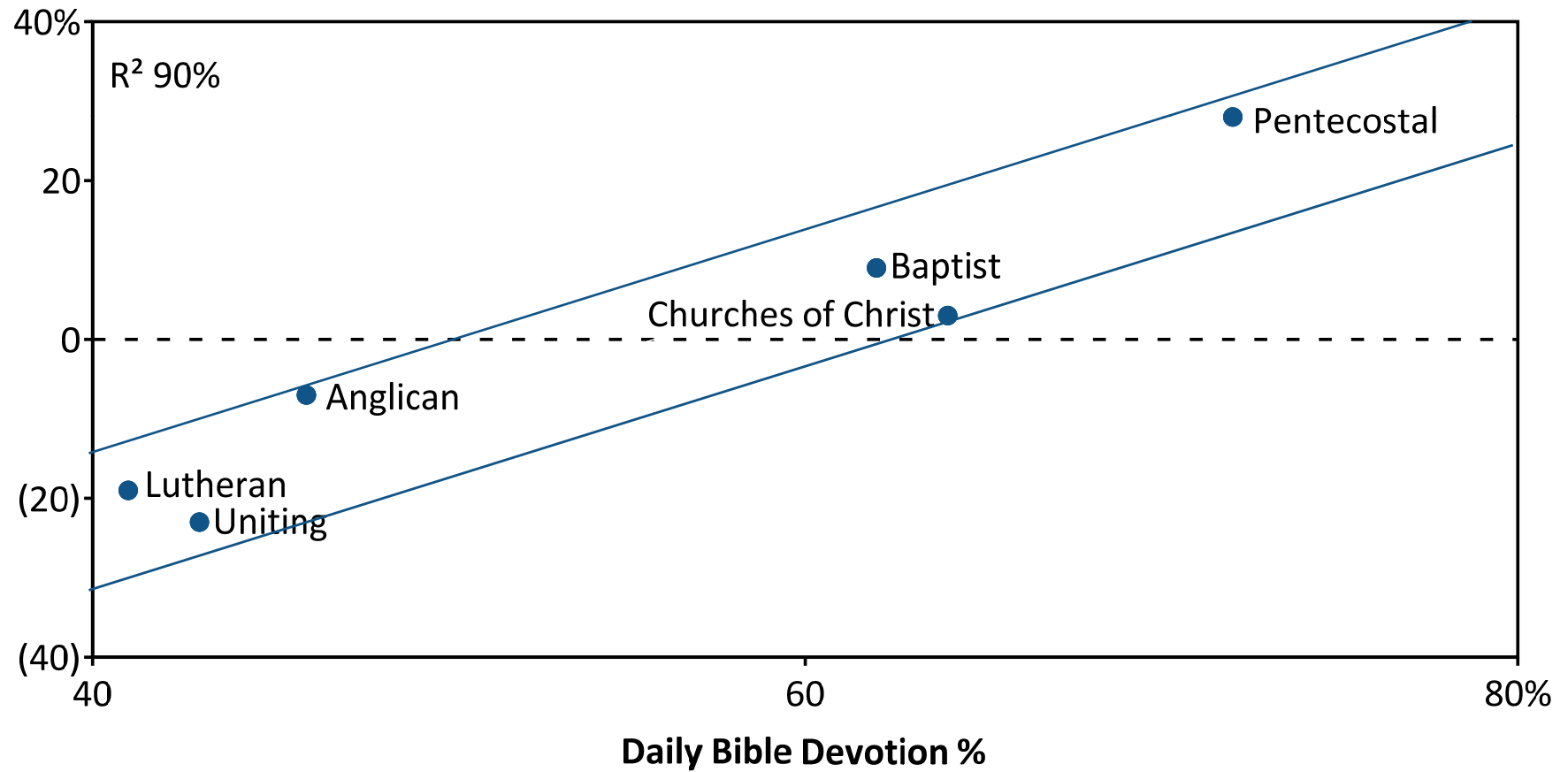


“ Nearly one out of every four people at Willow Creek were stalled in their spiritual growth or dissatisfied with the church – many were considering leaving. When I first heard these results the pain of knowing was almost unbearable ...”

Bill Hybels, 2007

Daily Devotion

10 Year Growth Step %



Disciple Making Disciples

Matt 28:19-20



Agenda



5:30pm	<p>Summary Application</p> <p>Transition / Relocation / Invitation</p>	<p>Tim Sims</p> <p>Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer</p>
4:00pm		
3:30pm	<p>Meet / Greet / Integrate</p> <p>Grow / Train / Appoint</p>	<p>Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,</p> <p>Phil Wheeler, David Clarke, John Gray, Bruce Hall</p>
1:30pm		
12:30pm	<p>Coordinating The People</p> <p>Discipling & Disciple Making</p>	<p>Andrew Heard, Tim Sims</p> <p>Archie Poulos, Col Marshal, Tony Payne</p>
10:40am	<p>Identifying The Challenge</p>	<p>Tim Sims</p>

Evidence Base

Q4 2010 – Q4 2011

Literature Search: 120+

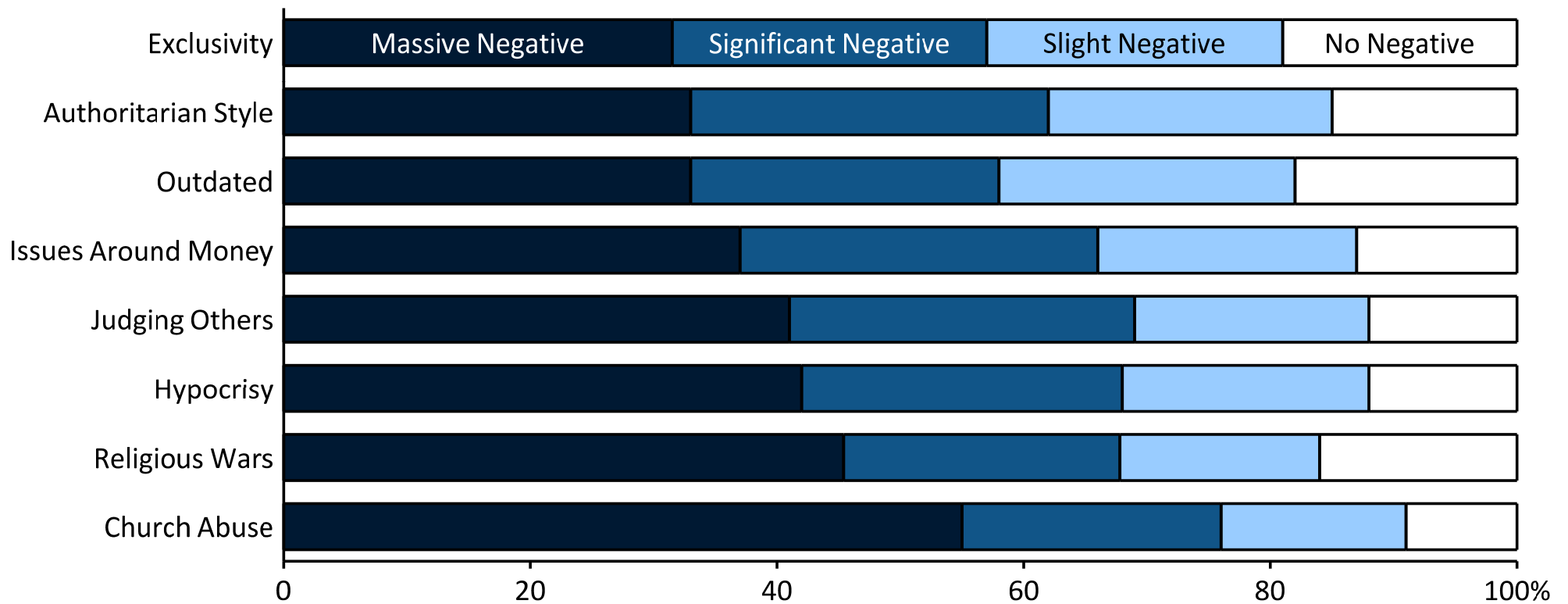
Expert Interviews: 75+

Field Questionnaires: 42

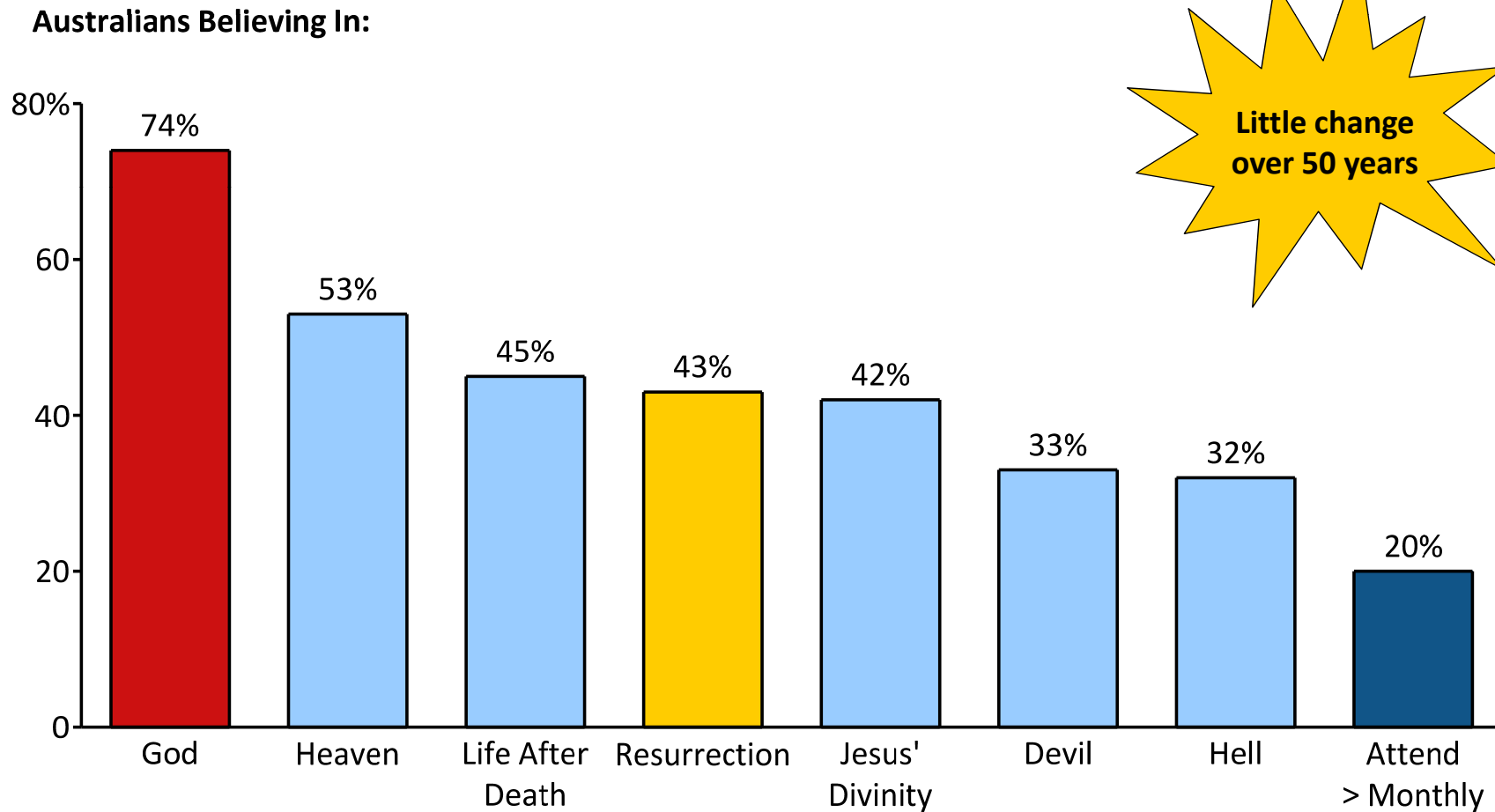
Workshops: 12

Plus access to NCLS data and research 1991 – 2006
& support from ANGLICARE Research Unit

Church Standing 2011



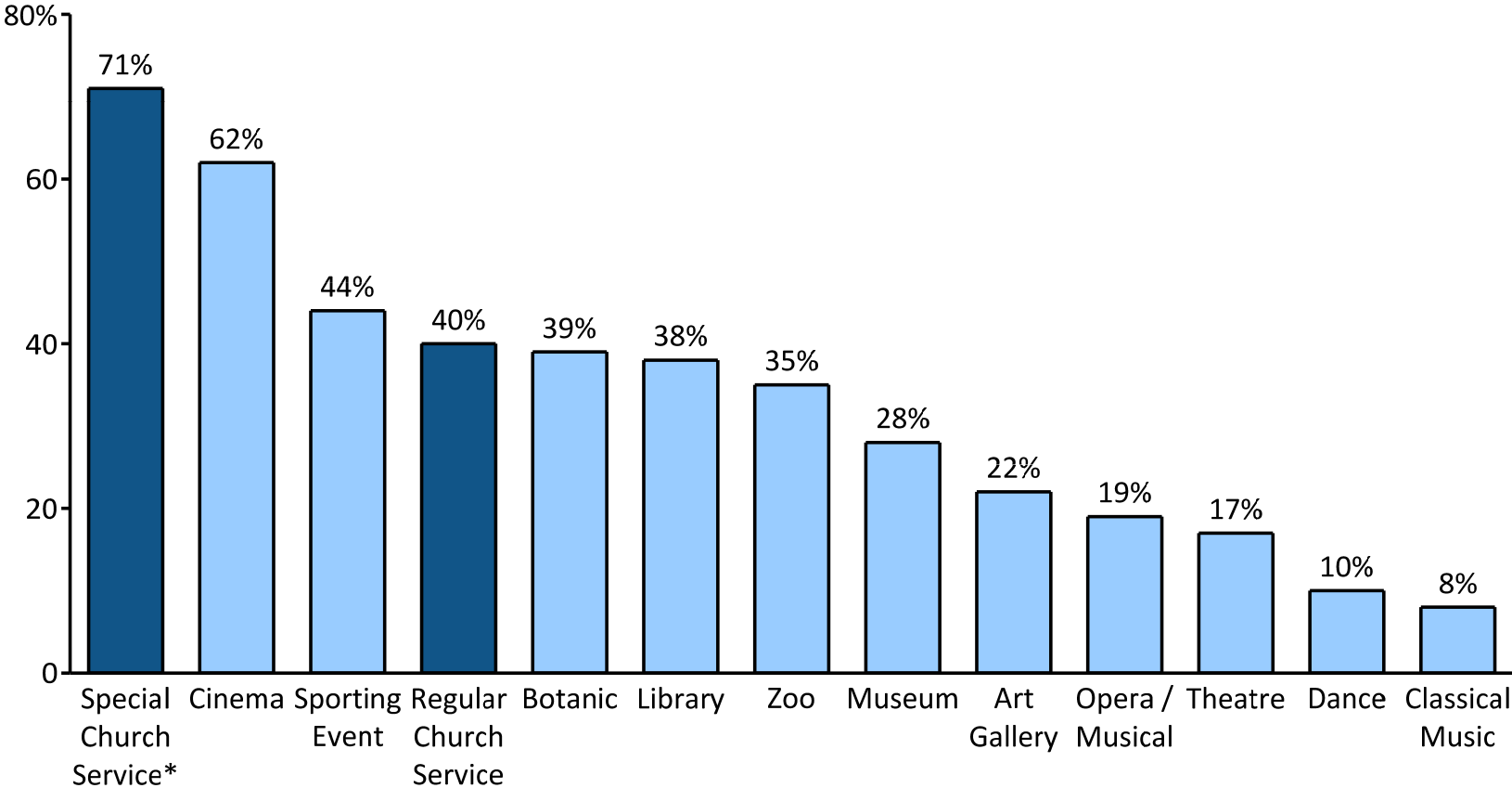
'Christian' Beliefs



Source: ACS98 Why people don't go to church; Spirit Matters; AuSSA09

Church Attendance

Australians Attending In The Last Year



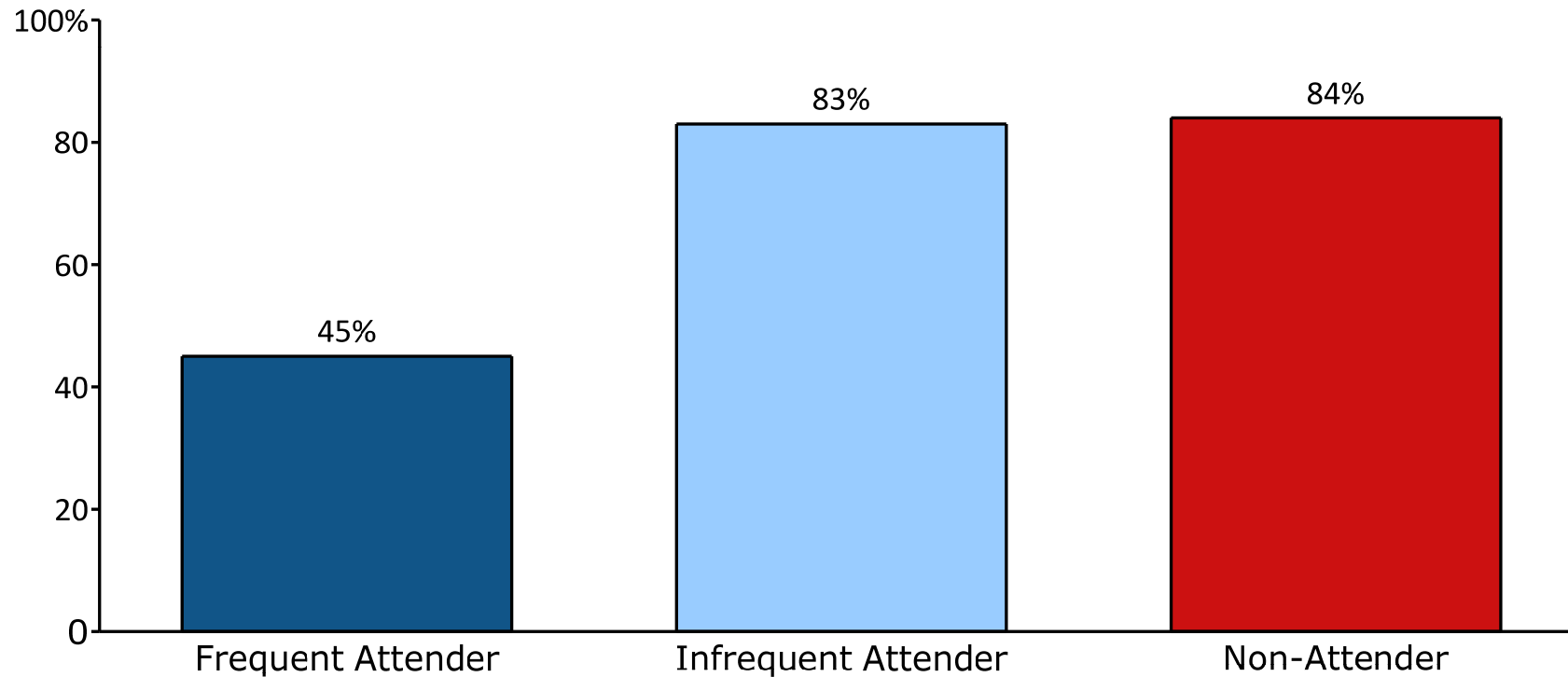
Source: ACS98 Why people don't go to church; Build My Church

* Special Church Services on average 2.6X per annum

Perceived Importance

'Real Christians Don't Need To Go To Church ...'

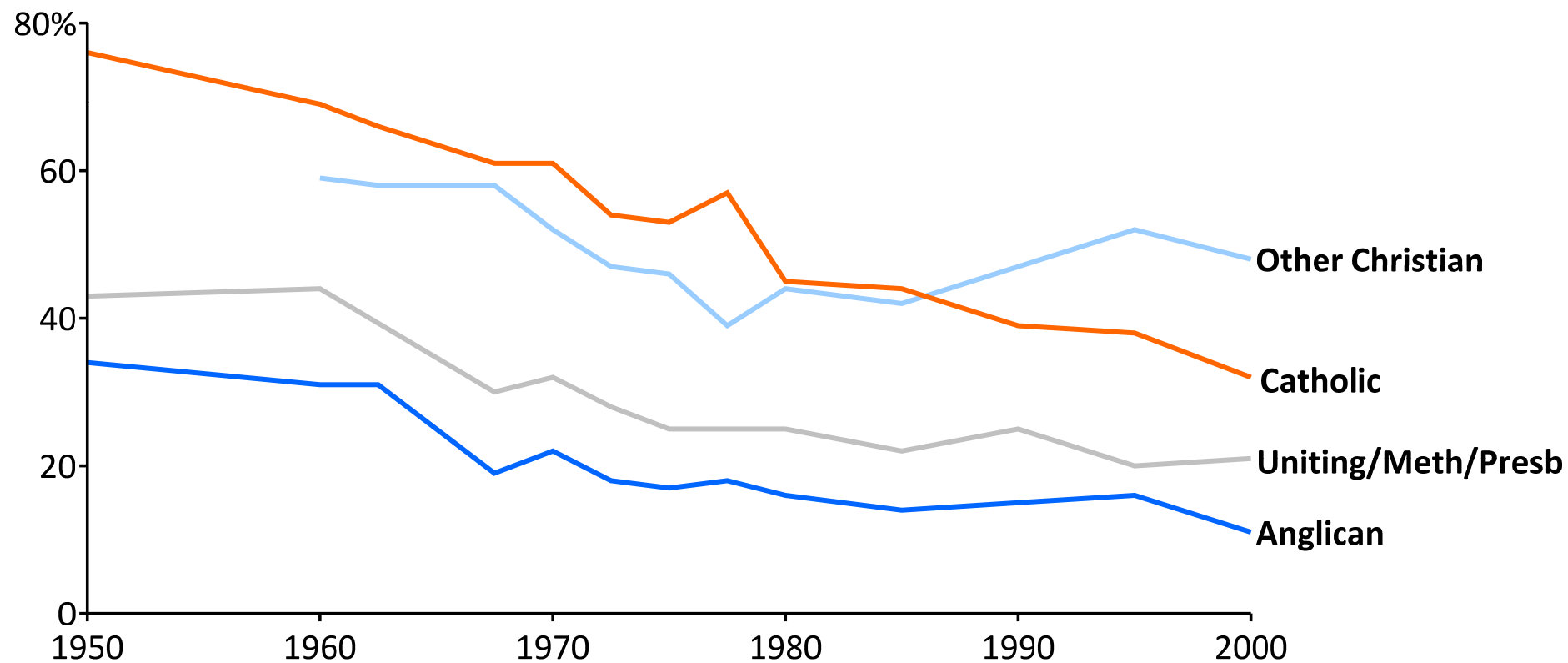
Agree:



Decline

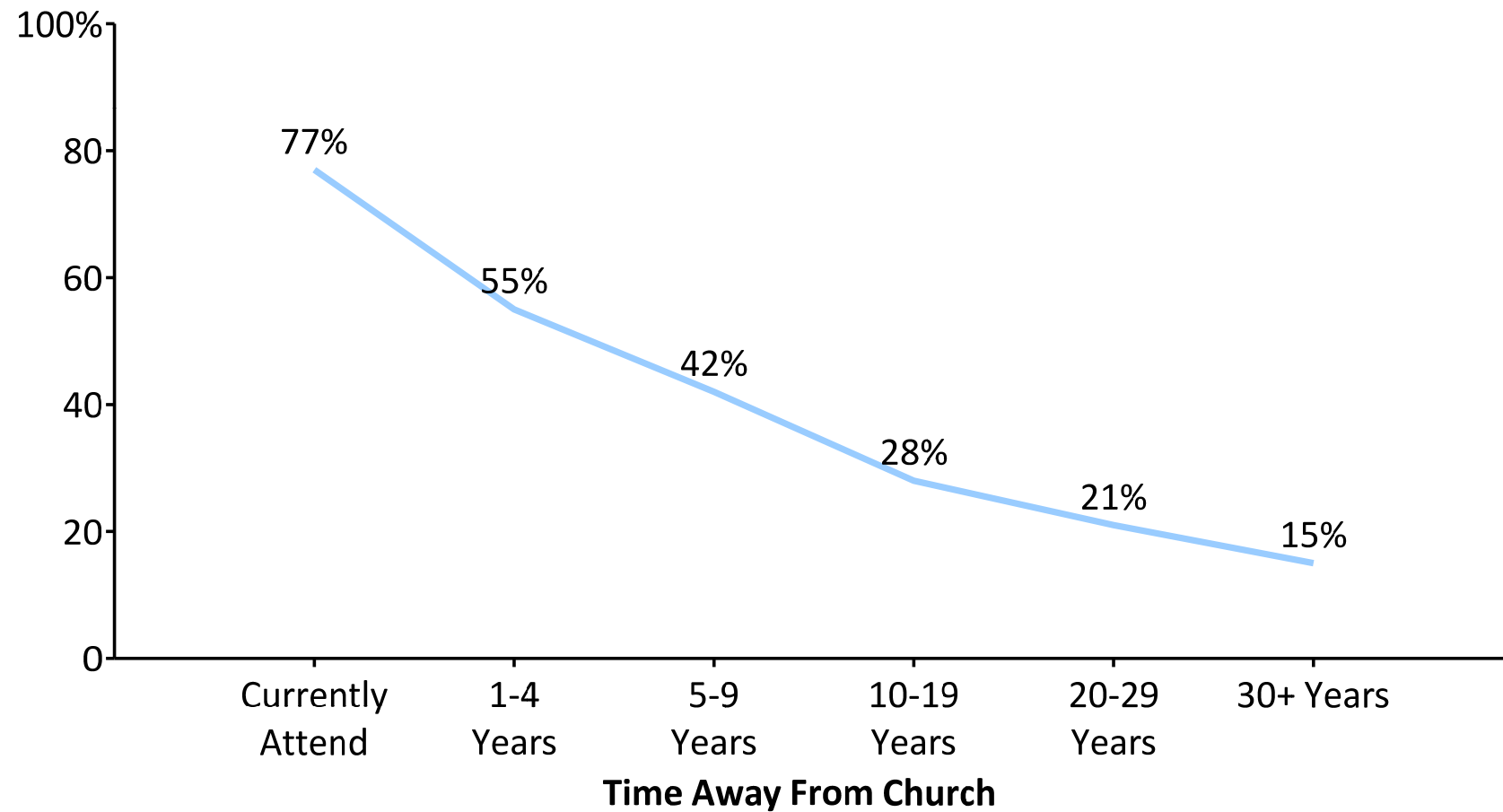
1950-2000

Attending Monthly Or More



Separation

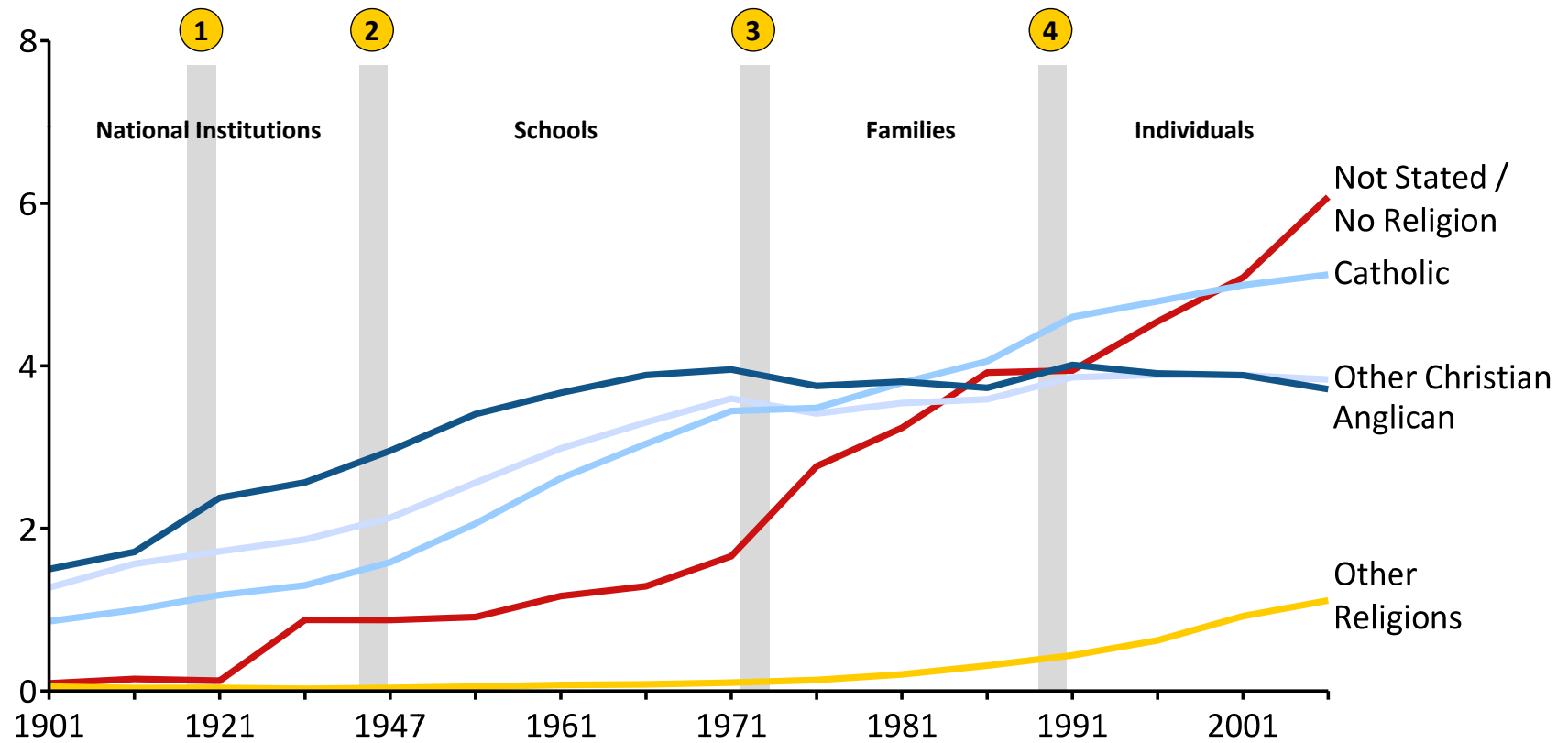
Recognisable Christian Belief Percent



History

1901-2006

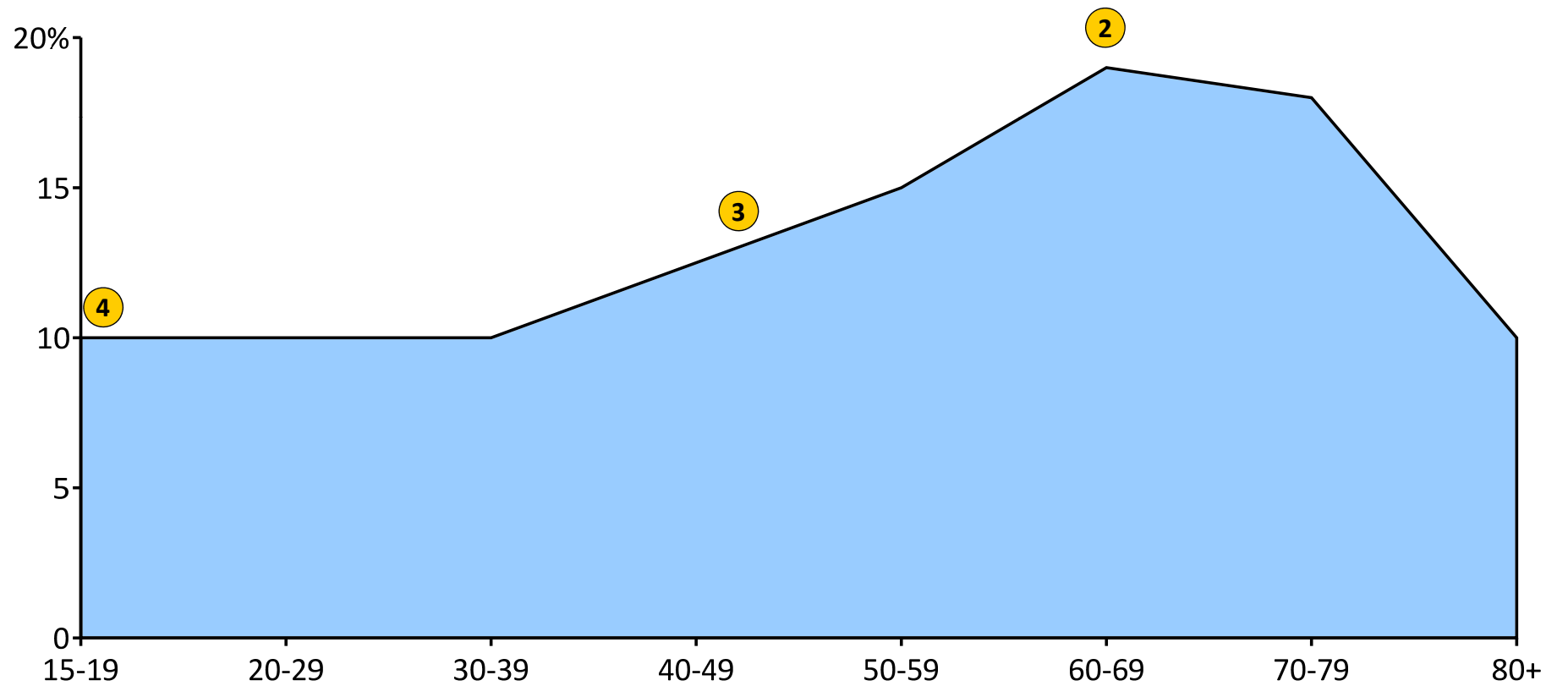
Millions Of People



Hollowing Out

Anglicans

Attendees



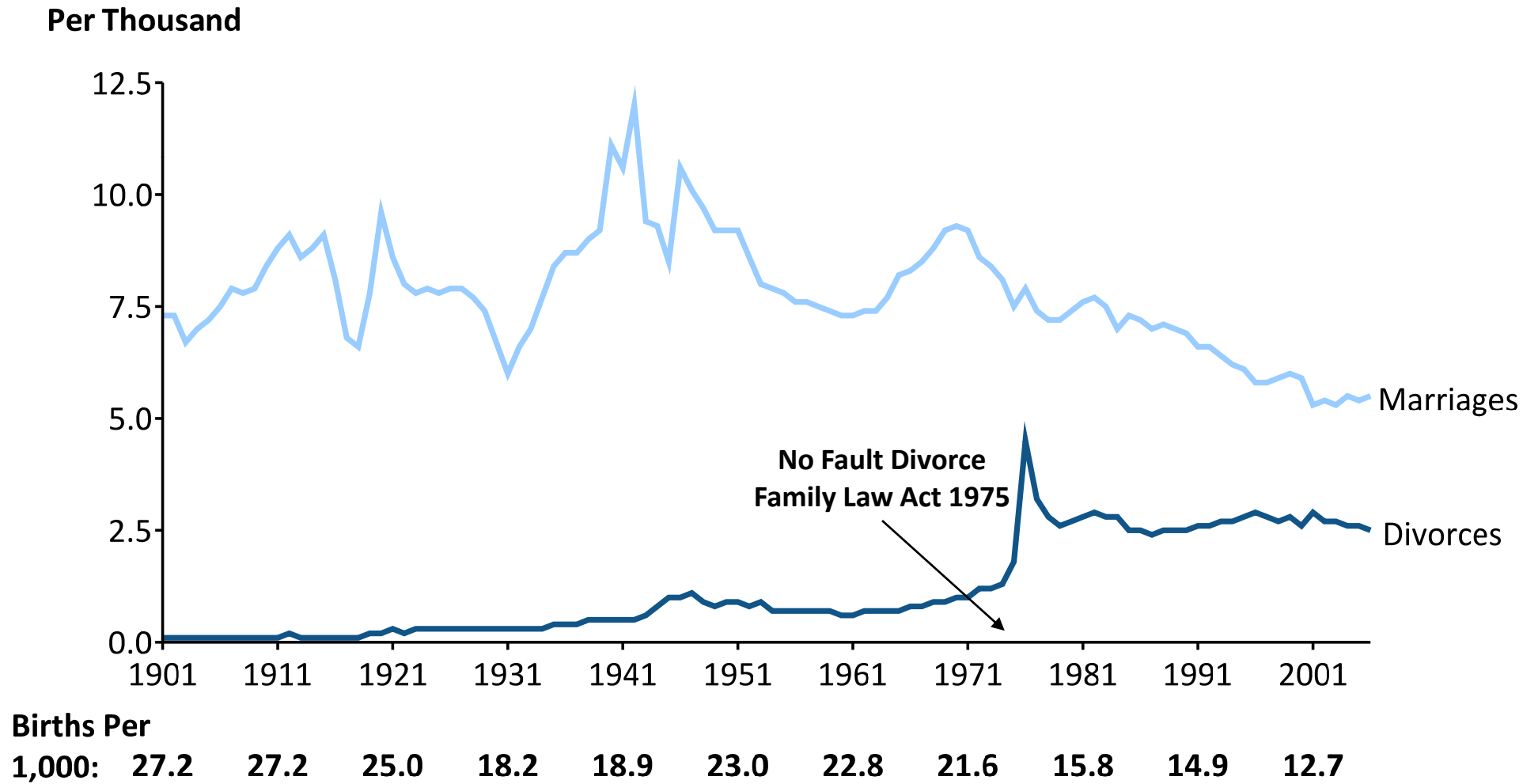
Date Of Birth

@ 2006: 1991-87 1986-77 1976-67 1966-57 1956-47 1946-37 1936-27 <1927

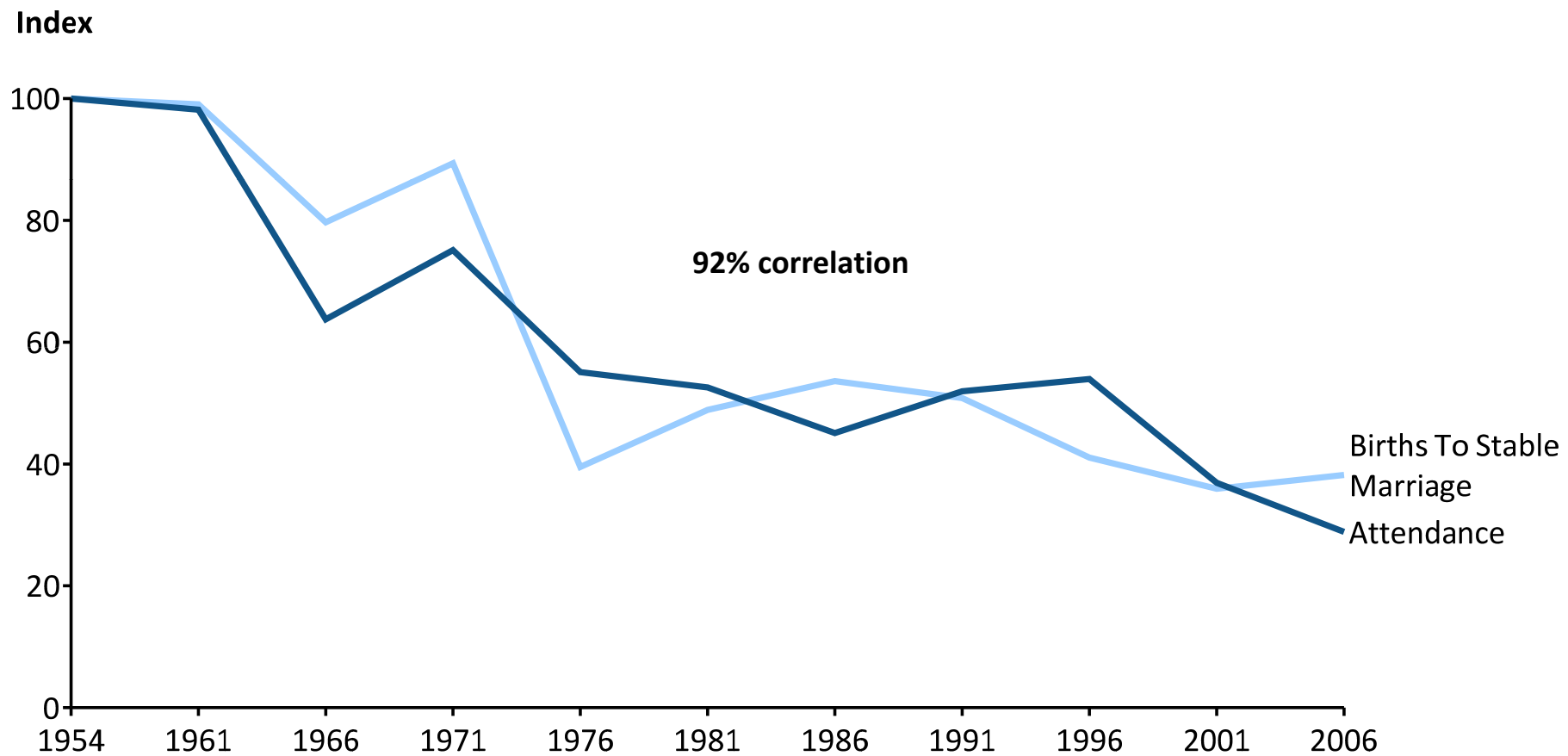
Source: NCLS06

Note Australian average life expectancy 82, 15-19 normalised

Family



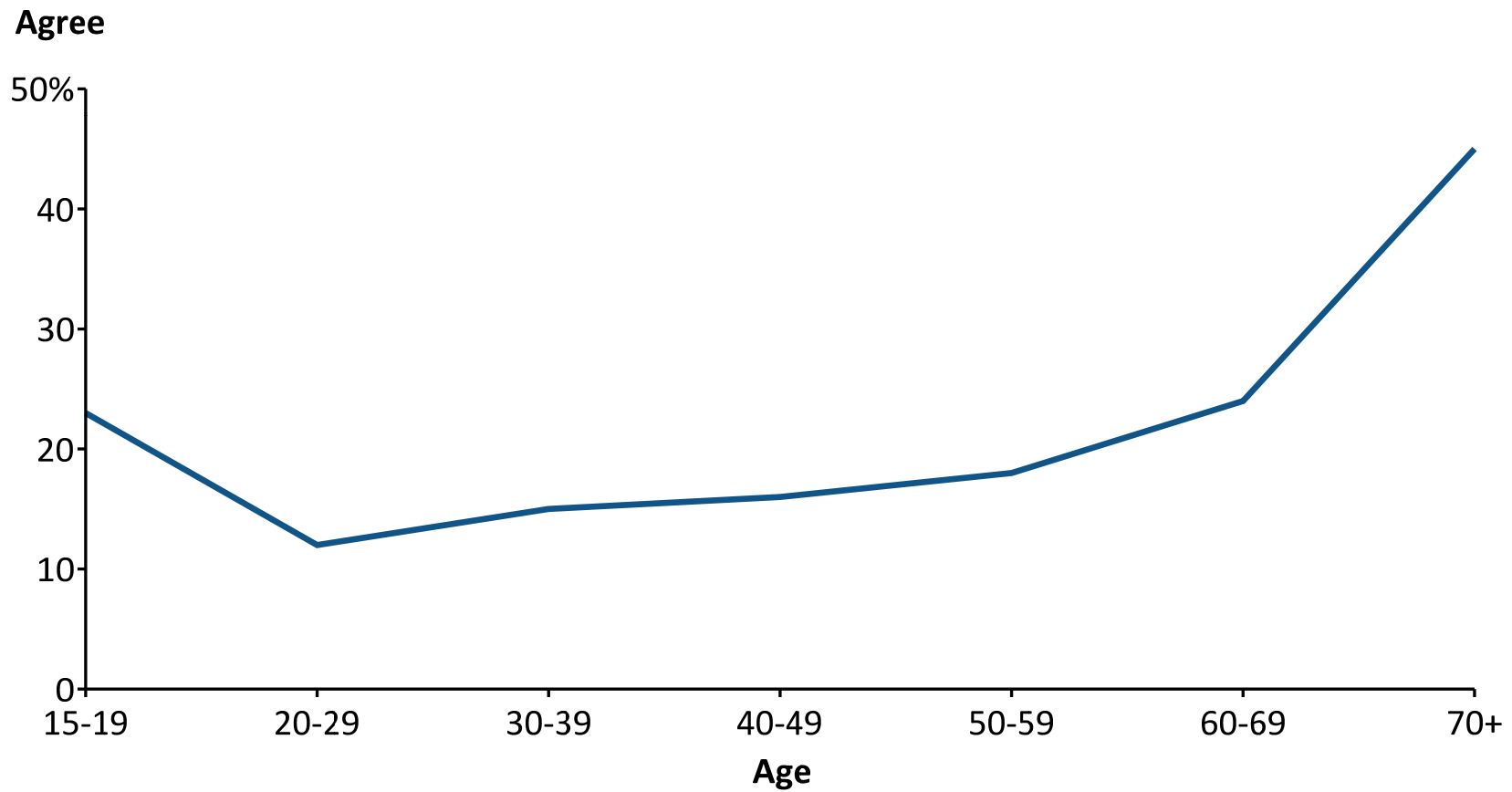
Drivers



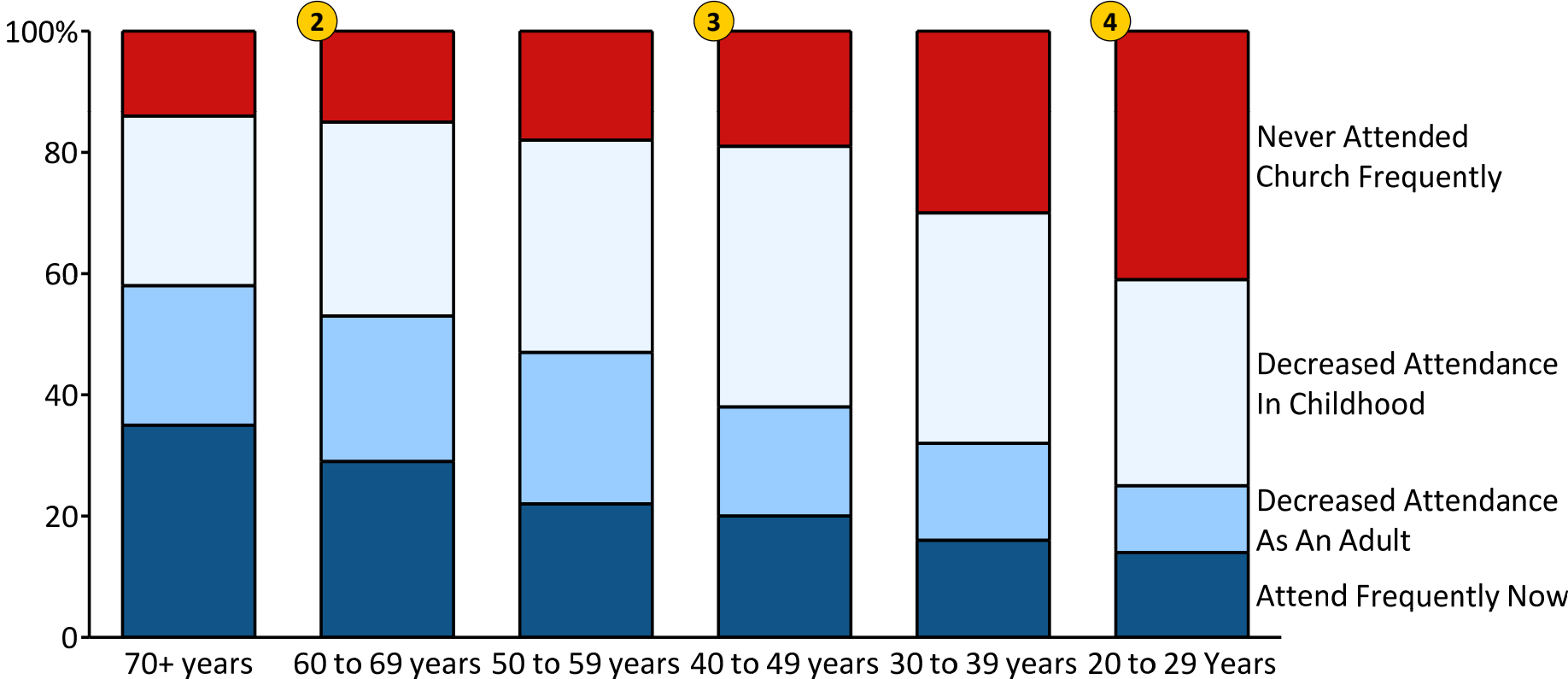
Sources: ABS, Build my church

Note: The data does not demonstrate cause, only correlation

It Does Not Matter What You Believe As Long As You Lead A Good Life



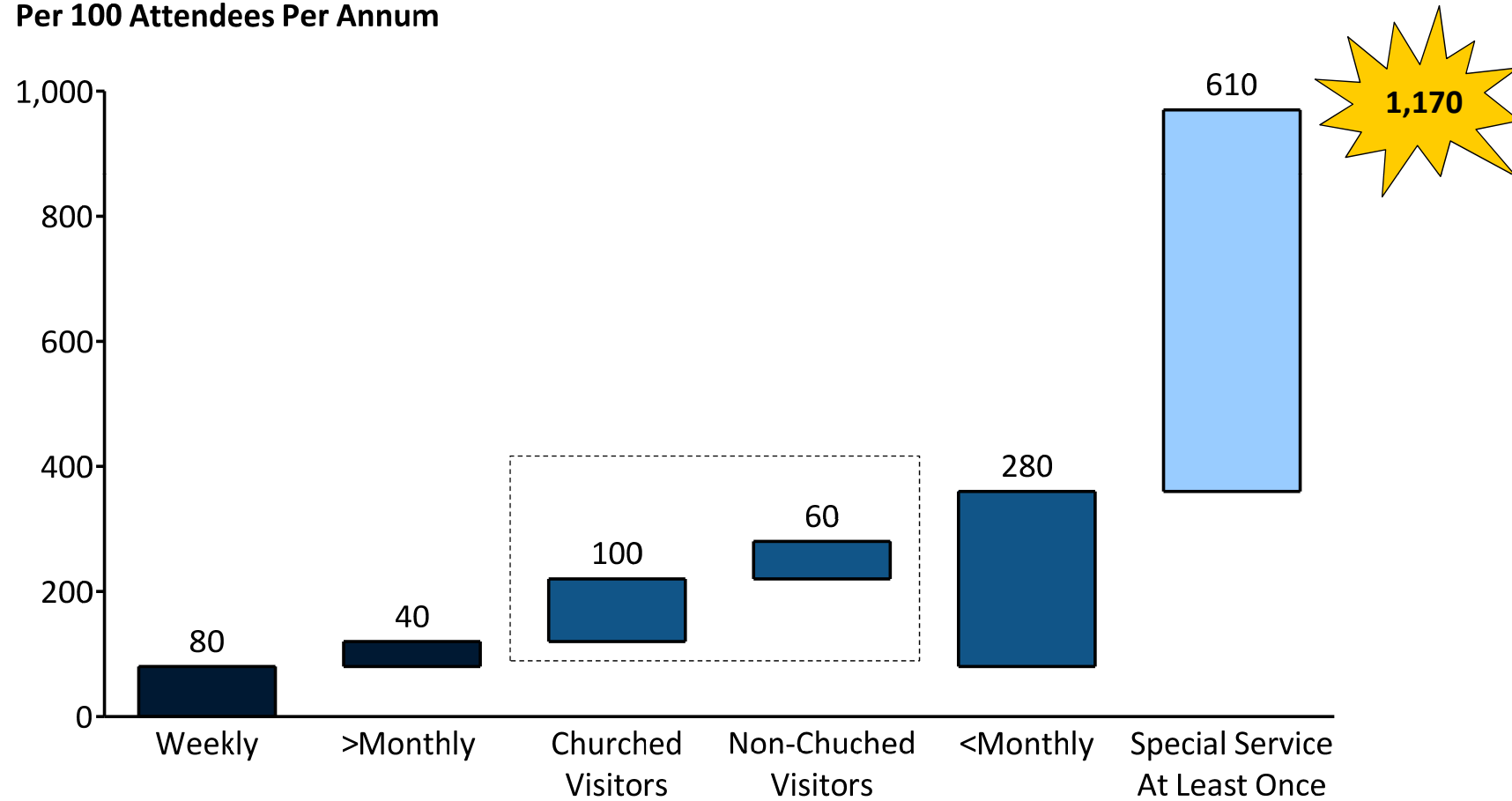
Stolen Generations

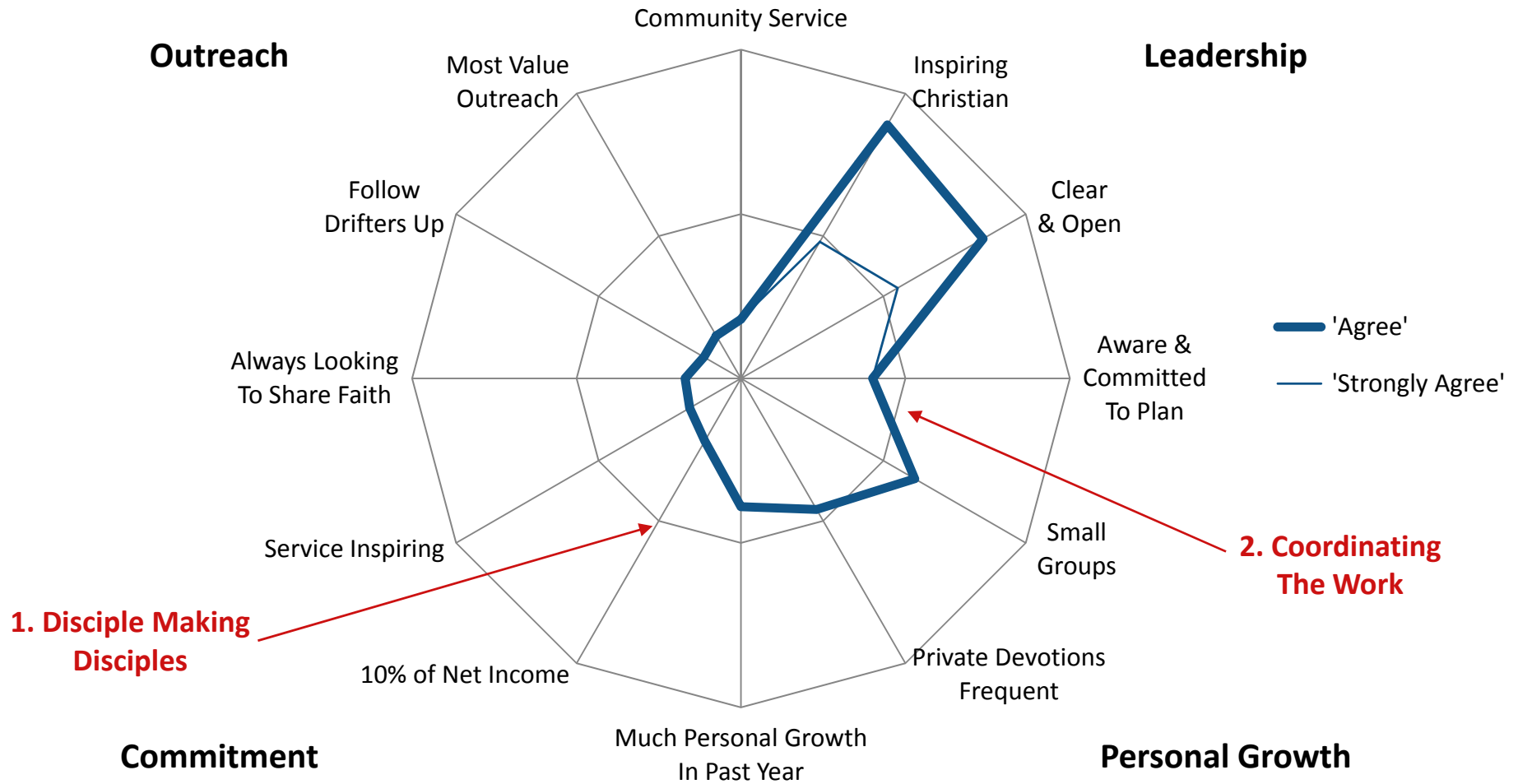


Source: ACS98 Mission under the Microscope

Visitors

Per 100 Attendees Per Annum



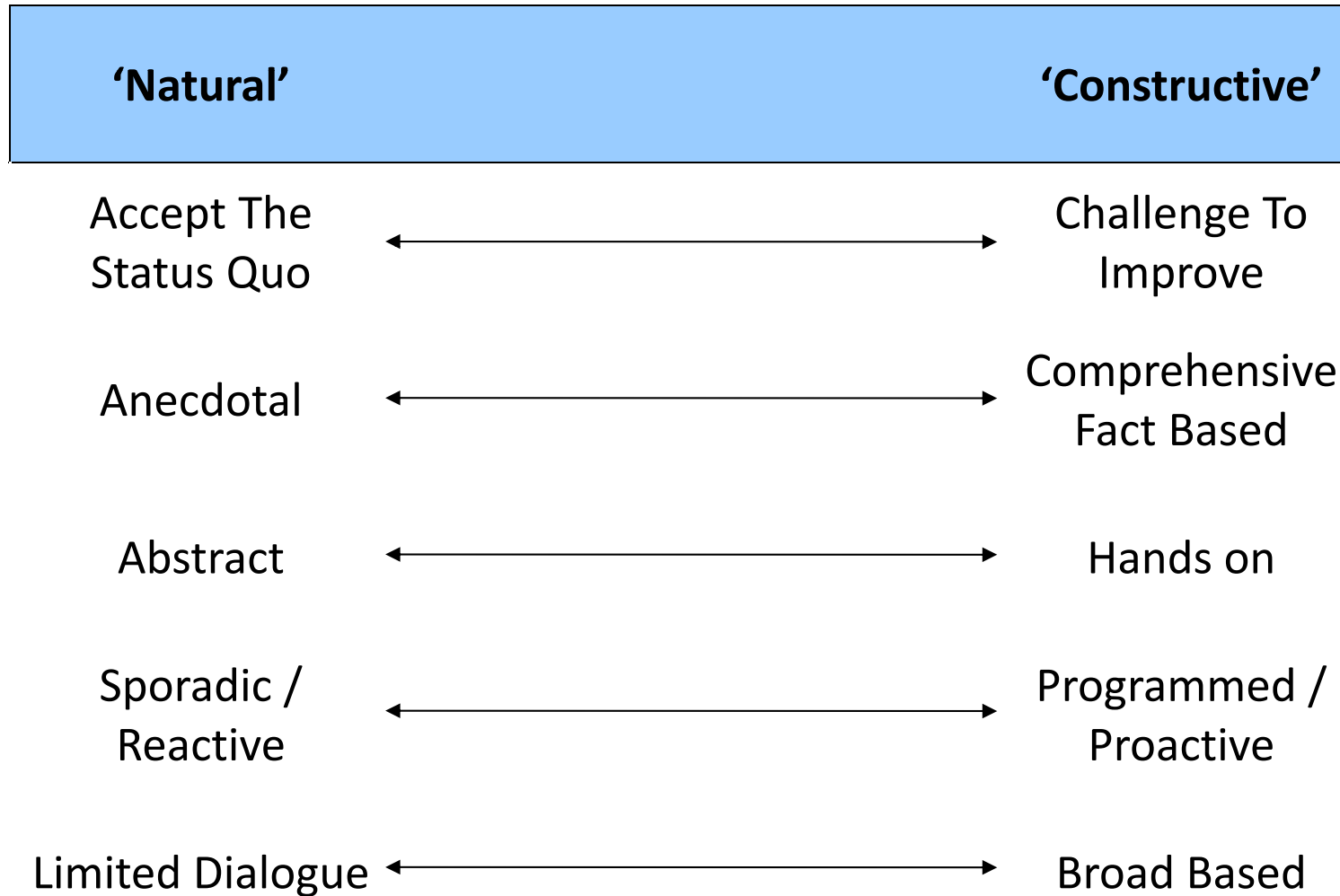


Annual Change

2001-2006

ILLUSTRATIVE

Per Hundred Per Annum	Sydney	Anglican Ex Sydney
Switch In	5.8	0.1
From Youth	0.8	0.5
Newcomers	2.2	1.4
Switch Out	(5.6)	(0.1)
Death	(0.8)	(2.0)
Drift	(1.0)	(1.0)
Net	+1.4	(1.1)



Agenda



5:30pm	<p>Summary Application</p> <p>Transition / Relocation / Invitation</p>	<p>Tim Sims</p> <p>Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer</p>
4:00pm		
3:30pm	<p>Meet / Greet / Integrate</p> <p>Grow / Train / Appoint</p>	<p>Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,</p> <p>Phil Wheeler, David Clarke, John Gray, Bruce Hall</p>
1:30pm		
12:30pm	<p>Coordinating The People</p> <p>Discipling & Disciple Making</p>	<p>Andrew Heard, Tim Sims</p> <p>Archie Poulos, Col Marshal, Tony Payne</p>
10:40am	<p>Identifying The Challenge</p>	<p>Tim Sims</p>

Reactive Ministry

Trellis

We are trained to preach & to teach ...

so we prepare and teach as best we can

We see need all around us ...

and so we engage in counseling, spiritual guidance and pastoral care

We feel the need to be more organised ...

and so we recruit, train, and organise volunteers

We see the need to connect the community ...

and so we build up small groups and wrestle with leadership issues

We see the needs of the wider community ...

and so we organise initiatives to address these issues

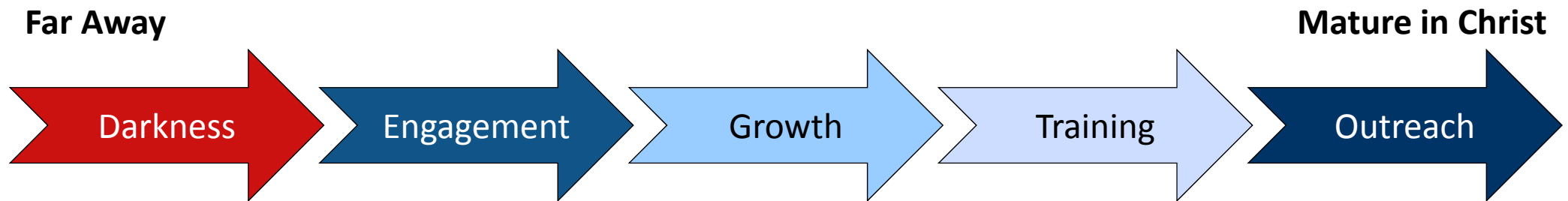
Disciple Making Disciples

Matt 28:19-20



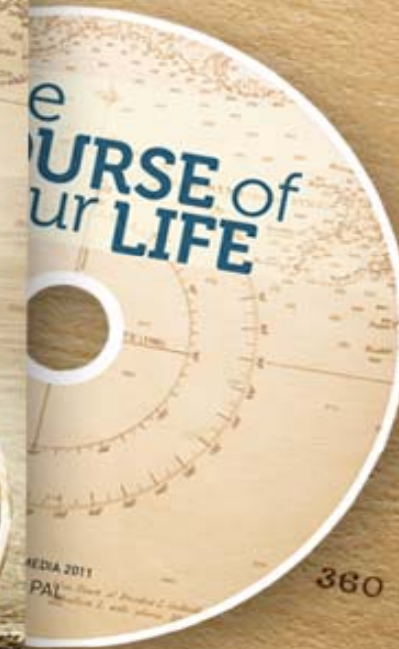
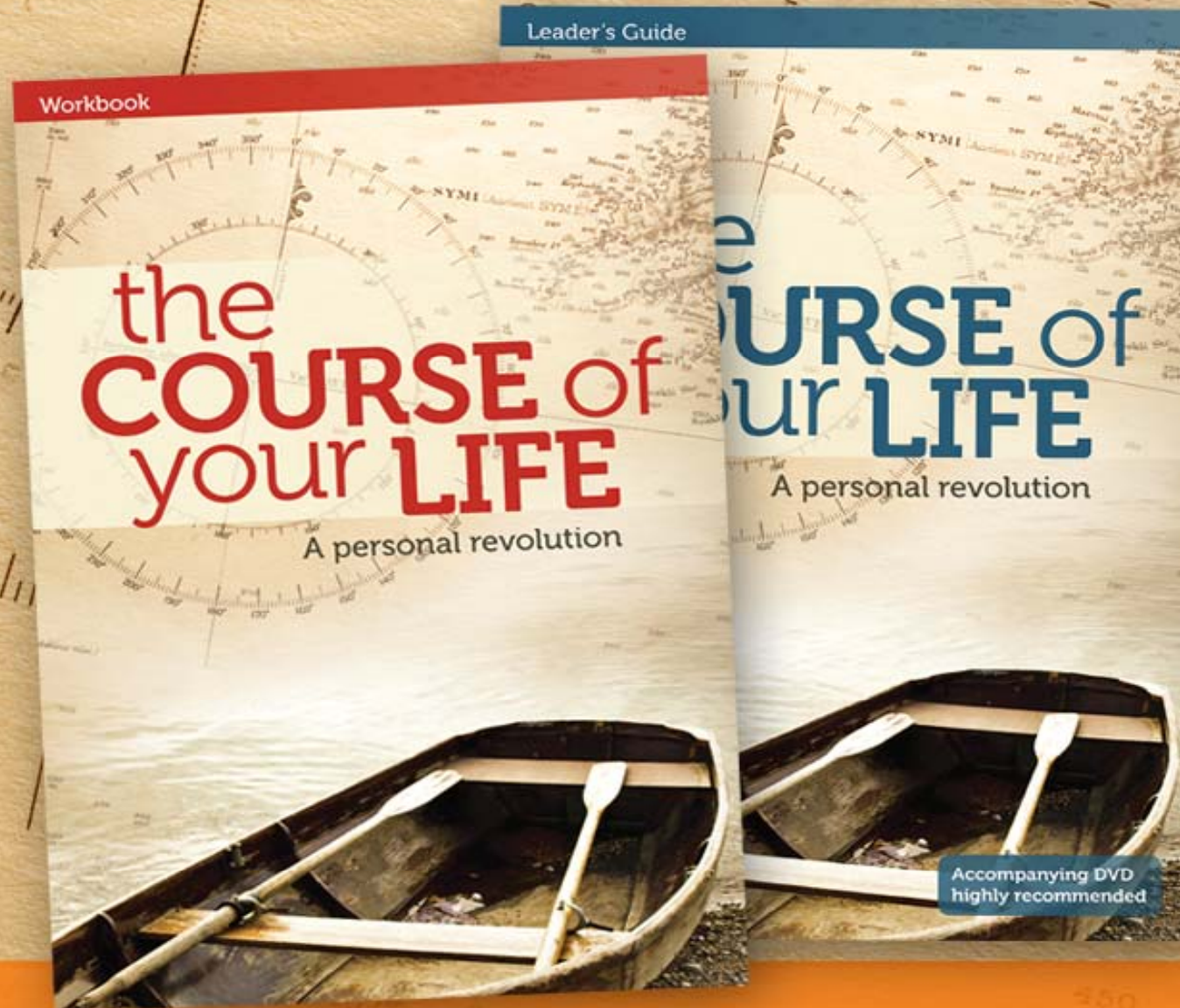
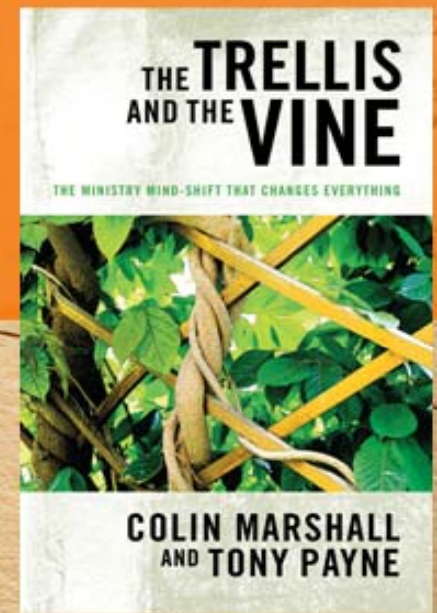
The Task

Vine



Contact / Talking / Gospel / Conversion / Growth / Struggles / Training / Leadership

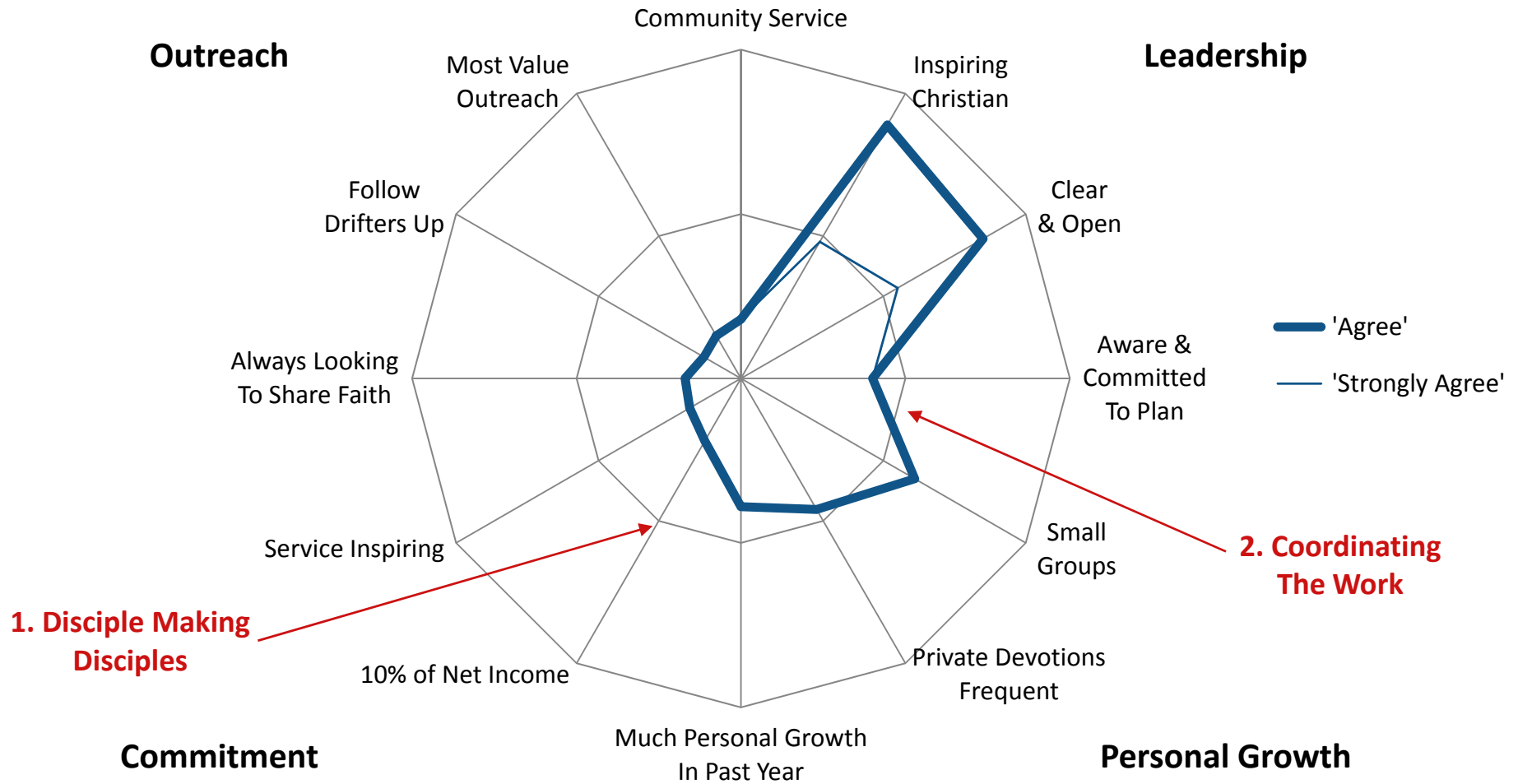
Following on from *The Trellis and the Vine*, a landmark new resource for growing disciple-making disciples



Agenda



5:30pm	<p>Summary Application</p> <p>Transition / Relocation / Invitation</p>	<p>Tim Sims</p> <p>Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer</p>
4:00pm		
3:30pm	<p>Meet / Greet / Integrate</p> <p>Grow / Train / Appoint</p>	<p>Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,</p> <p>Phil Wheeler, David Clarke, John Gray, Bruce Hall</p>
1:30pm		
12:30pm	<p>Coordinating The People</p> <p>Discipling & Disciple Making</p>	<p>Andrew Heard, Tim Sims</p> <p>Archie Poulos, Col Marshal, Tony Payne</p>
10:40am	<p>Identifying The Challenge</p>	<p>Tim Sims</p>

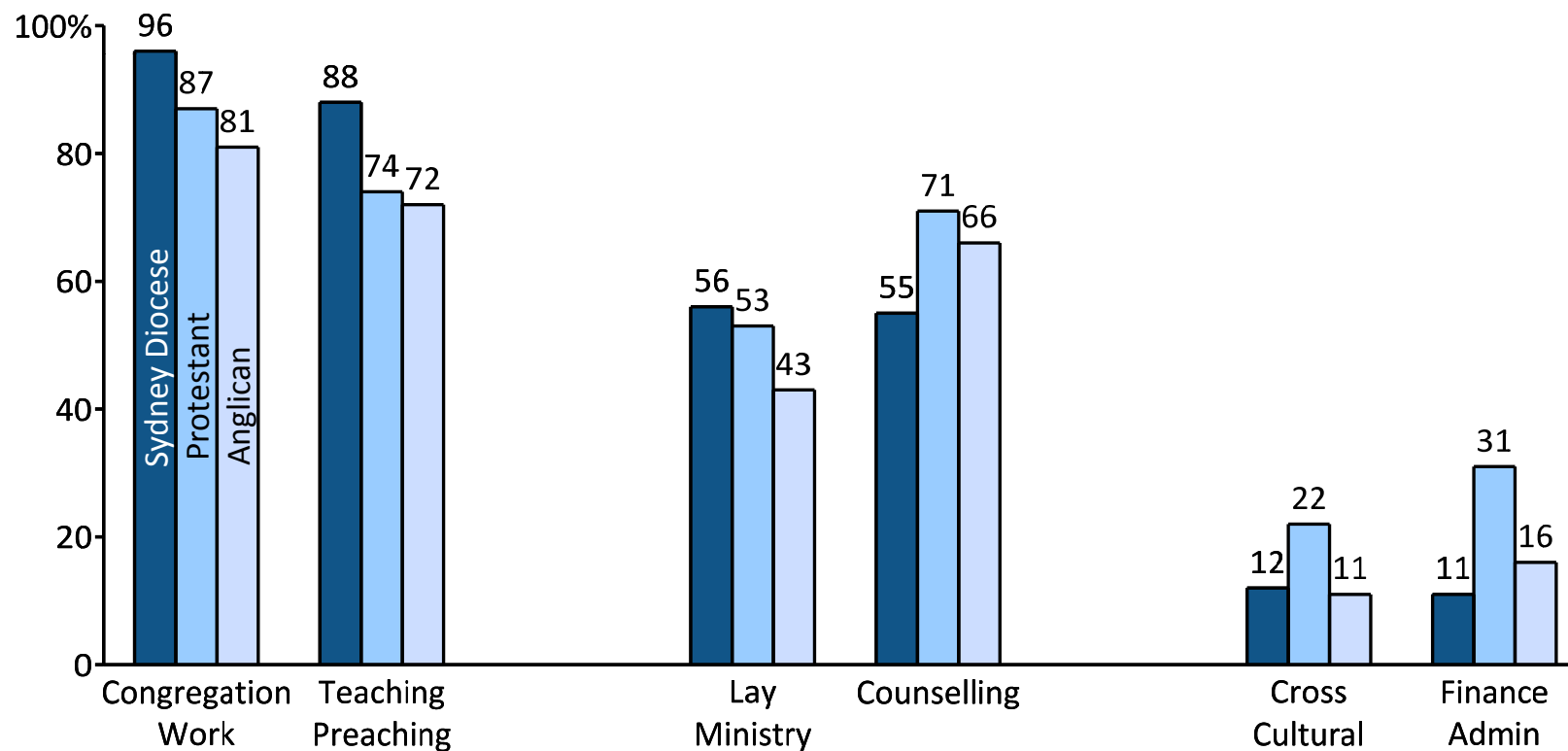


Coordinating The Work

Discussion Points

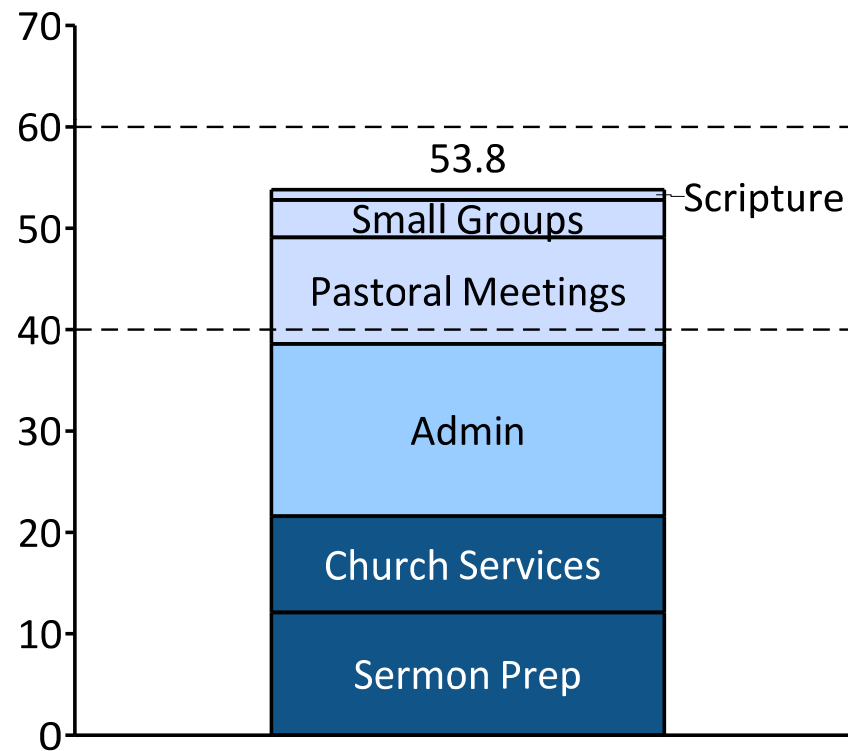
- 1. Diary Challenges**
- 2. Traditional Model**
- 3. An Alternative Approach**
- 4. Practical Constraints**

How well did theological training equip you for work in the following areas?



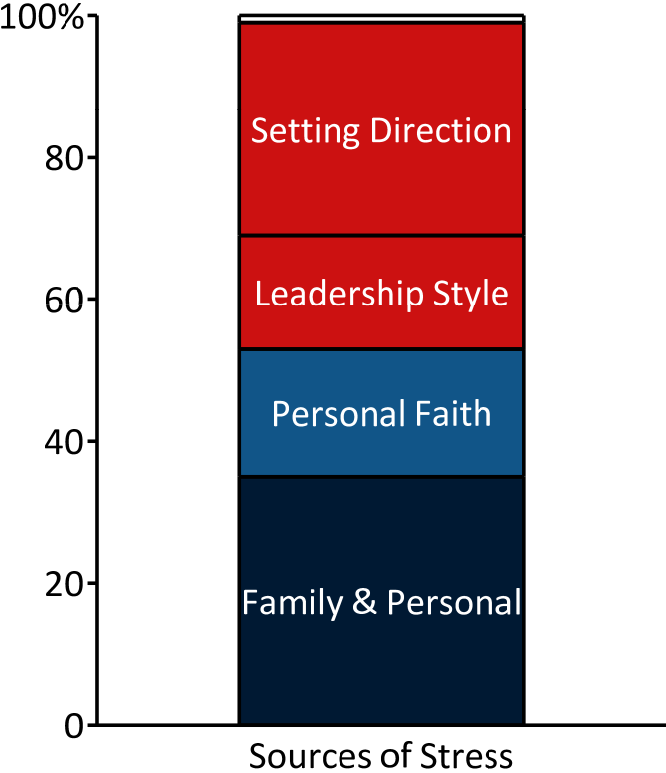
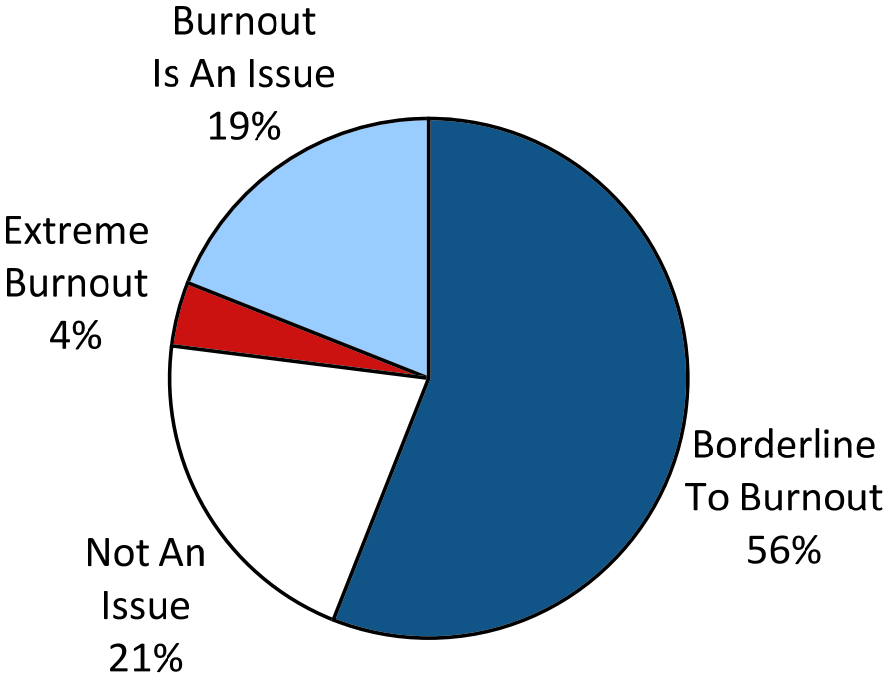
Diary Trap

Average Hours Per Week



Stress & Burnout

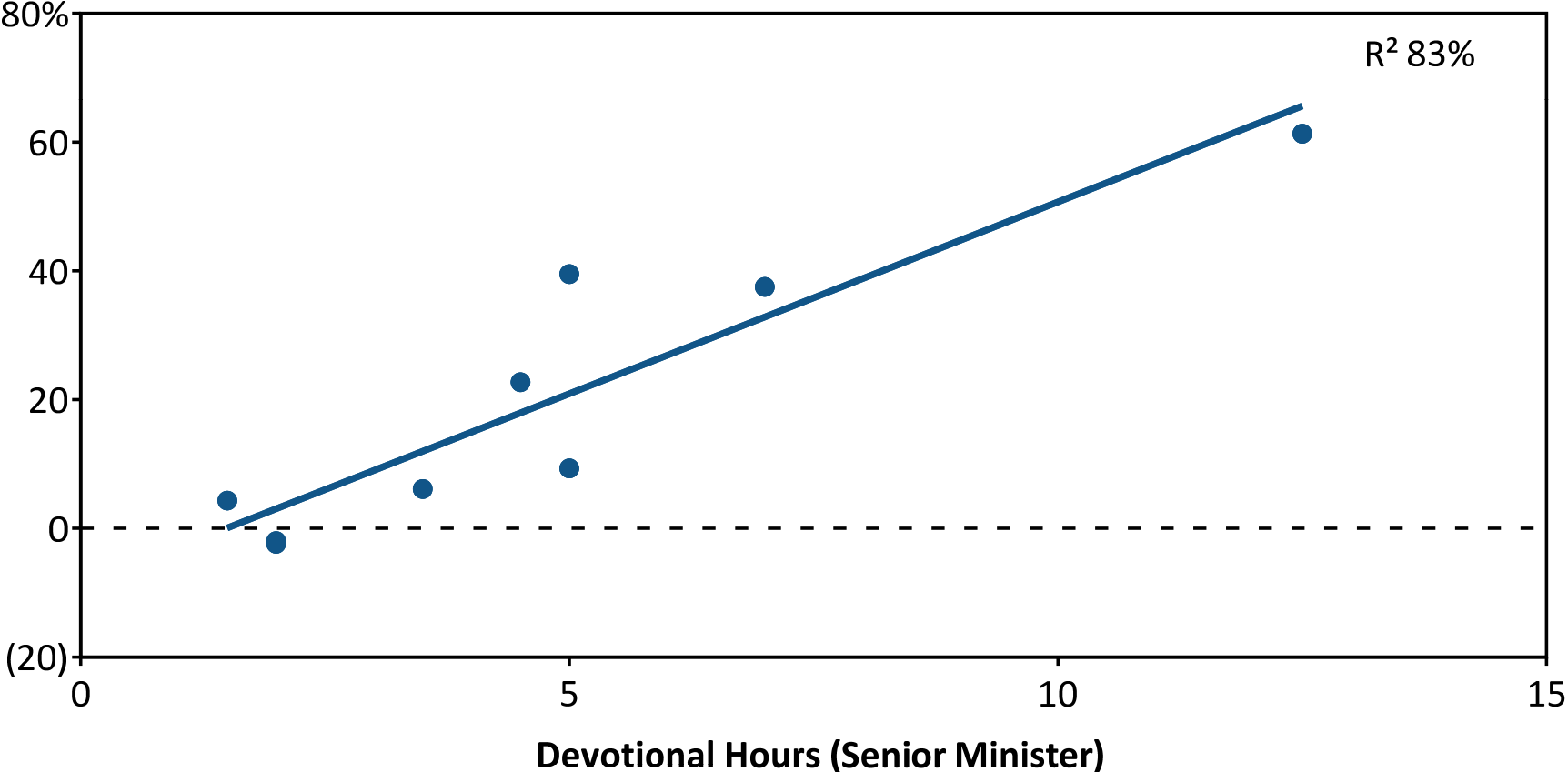
Parish Leaders



Source: Burn Out In Church Leaders

Devotional Time

5 Year Parish Growth

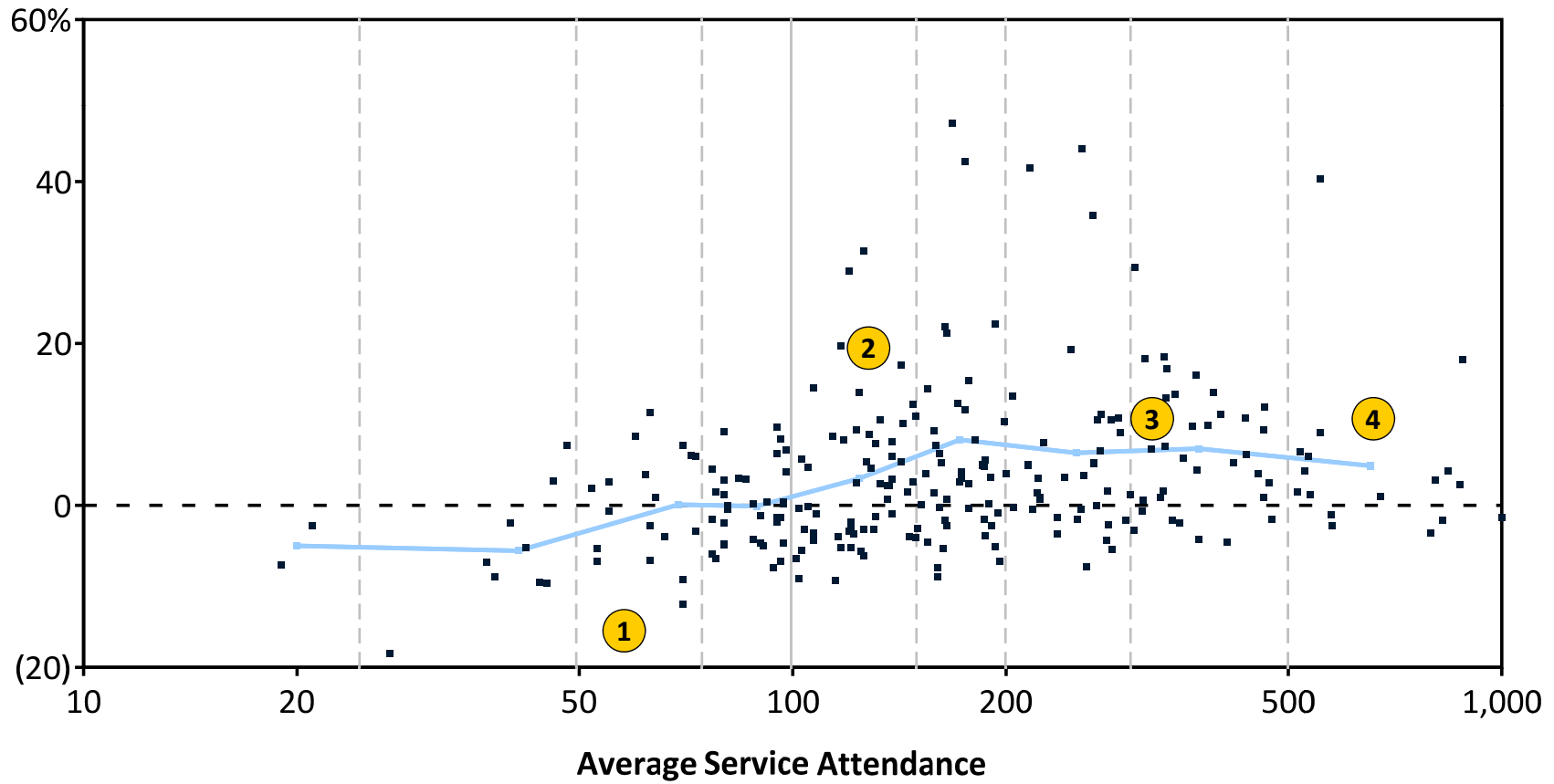


Source: Field Research; NCLS

The Challenge

Sydney Parish 2006

Growth 2001-2006



Source: Parish records, DYB 1999-2008

Traditional Model

Skeleton Staff \$150-200K per annum

ILLUSTRATIVE

Minister + Part Time Support + Missionary Giving

Hours / Week	Total	8.30	10.15	6.45	Youth	Schools	Women
Sermon Prep	15	5	5	5			
Service	7.5	2.5	2.5	2.5			
Admin	20						
Pastoral Care	13						
Small Groups	2						
Scripture	1						
Total	58.5						
Headcount Breakeven	100+	42	19	50			
\$ Per Head Per Annum		\$1.2K	\$2.6K	\$1.0K			

Traditional Model

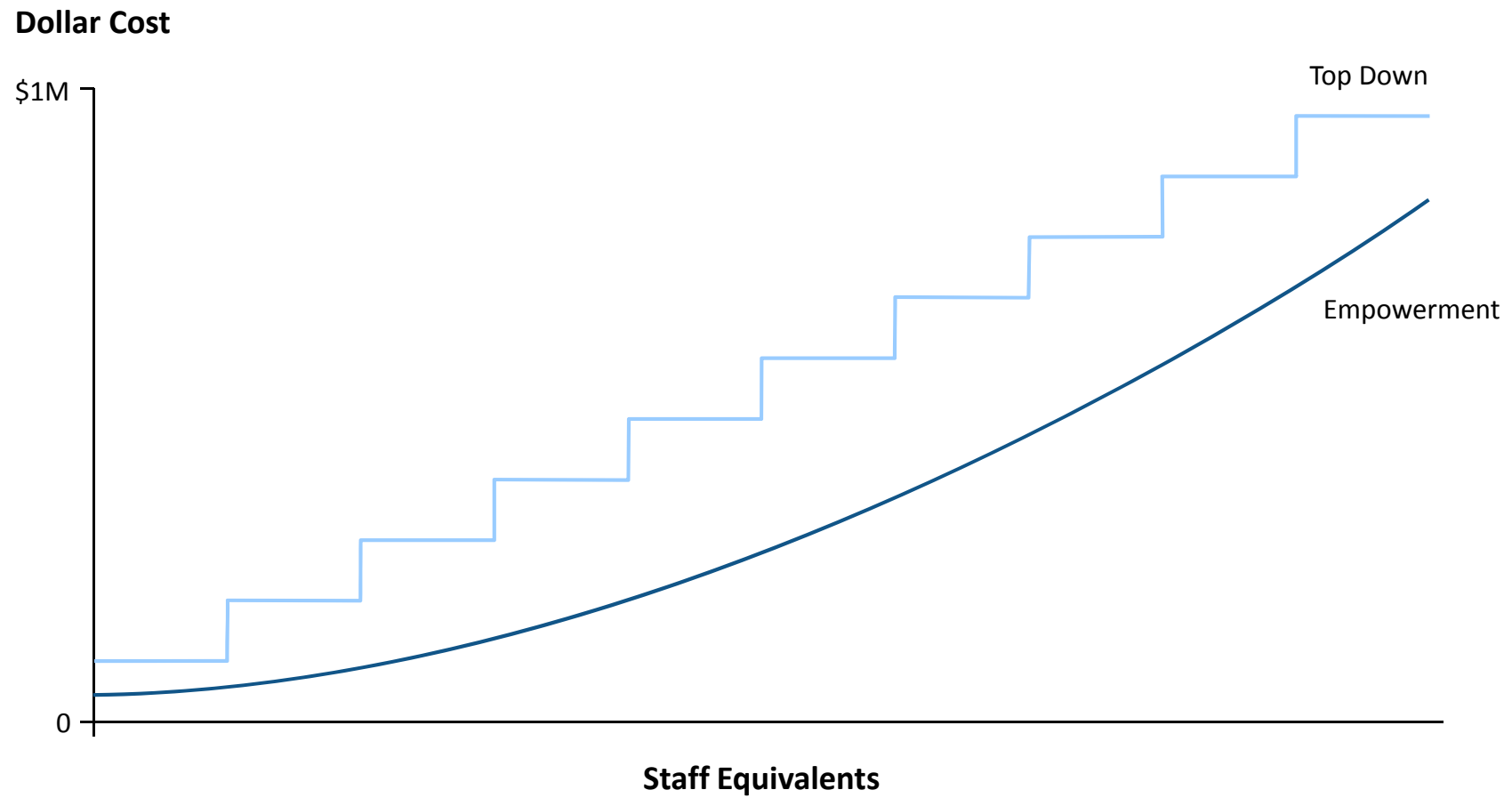
Scale \$1M per annum

ILLUSTRATIVE

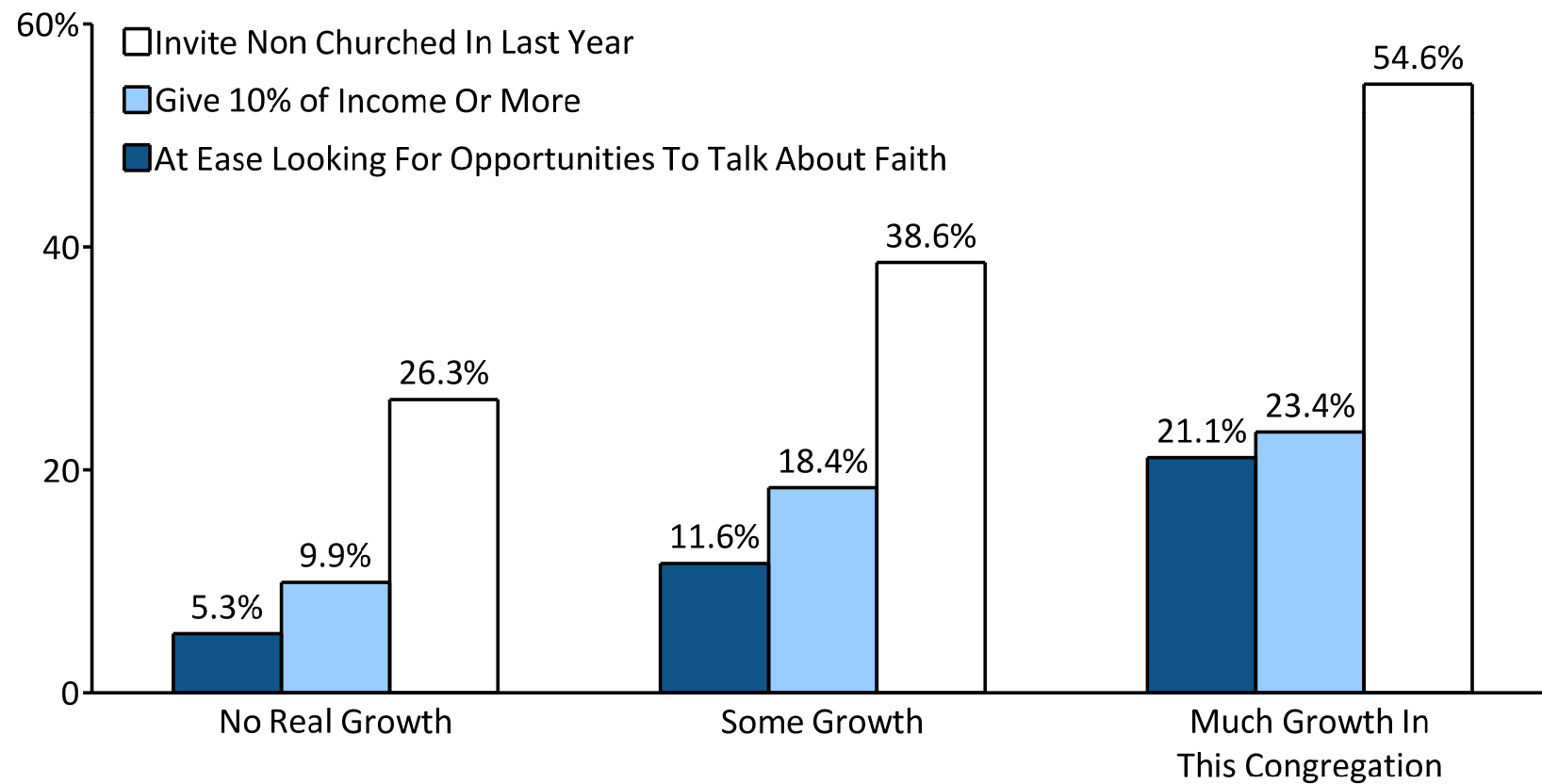
Ministers + Support Office + 6 Full Time Ministry Staff Equivalents

Hours / Week	Total	8.30	10.15	6.45	Youth	Schools	Women
Sermon Prep	95	15	15	15	15	20	15
Service	21	3	3	3	5	2	5
Admin	110	20	20	20	20	10	20
Pastoral Care	91	18	18	18	13	11	13
Small Groups	18	2	2	2	5	2	5
Scripture	n/a						
Total	335	58	58	58	58	45	58
Headcount Breakeven	500	125	58	150			
\$ Per Head Per Annum		\$1.2K	\$2.6K	\$1.0K			

Alternative



Personal Growth



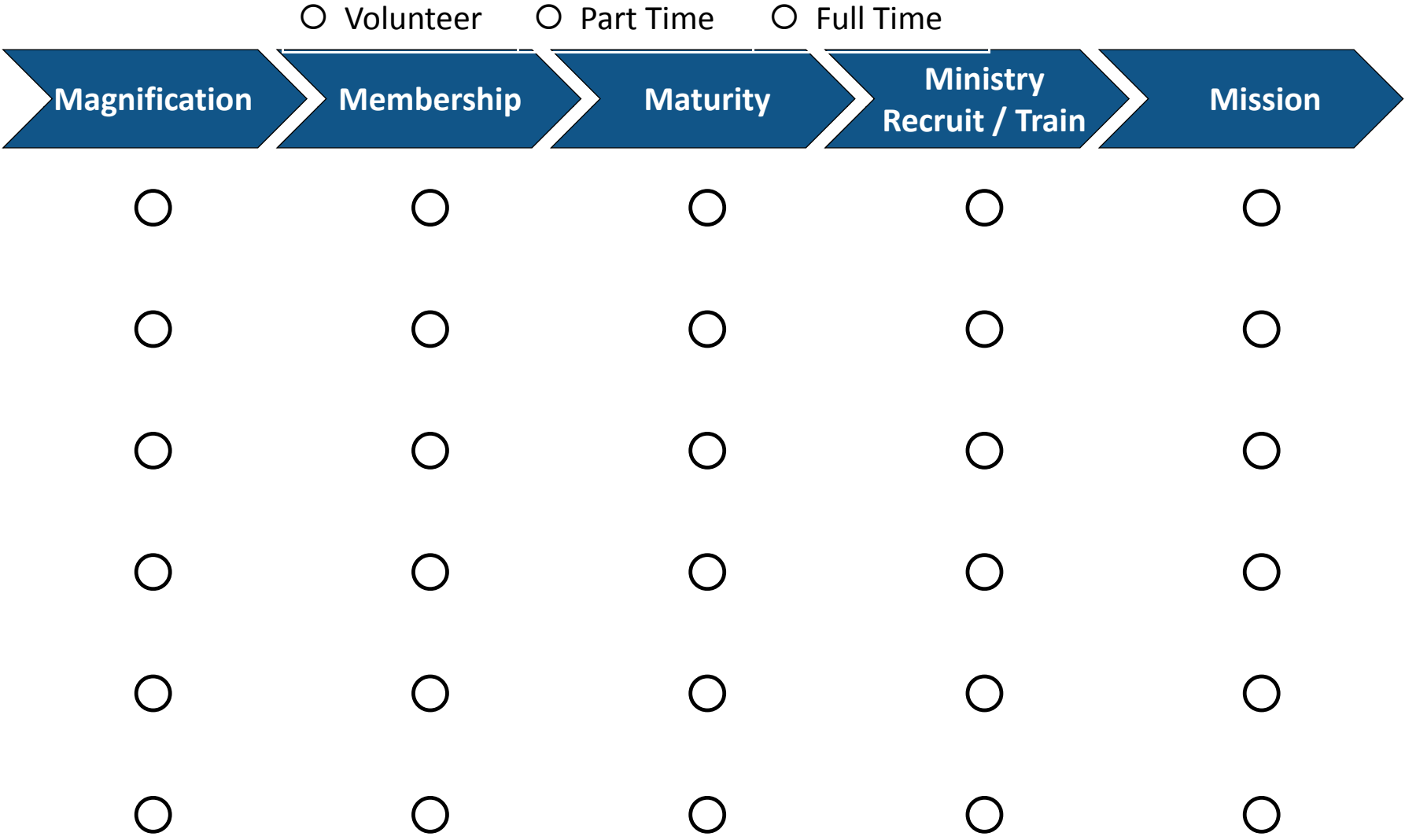
Source: NCLS06, Anglicans only

Disciple Making Disciples

Matt 28:19-20



Alternative Approach

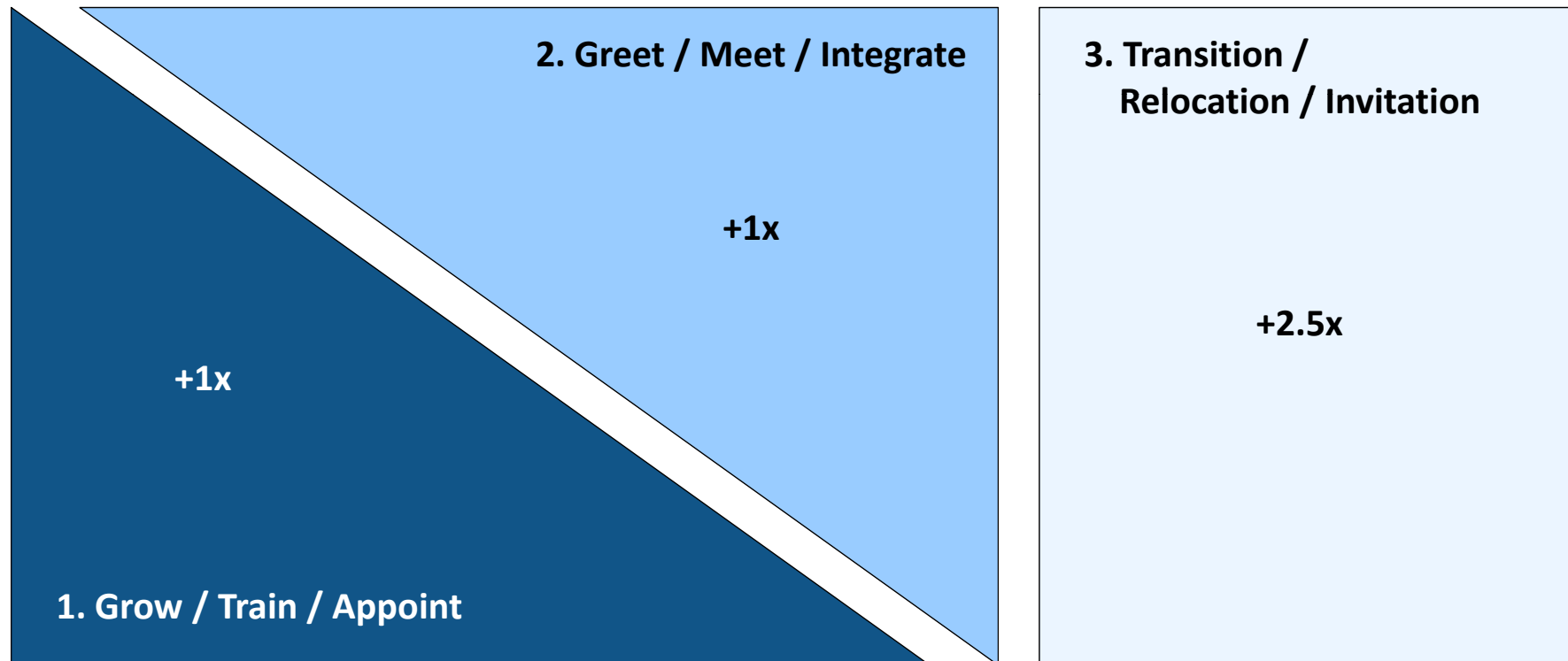


Coordinating The Work

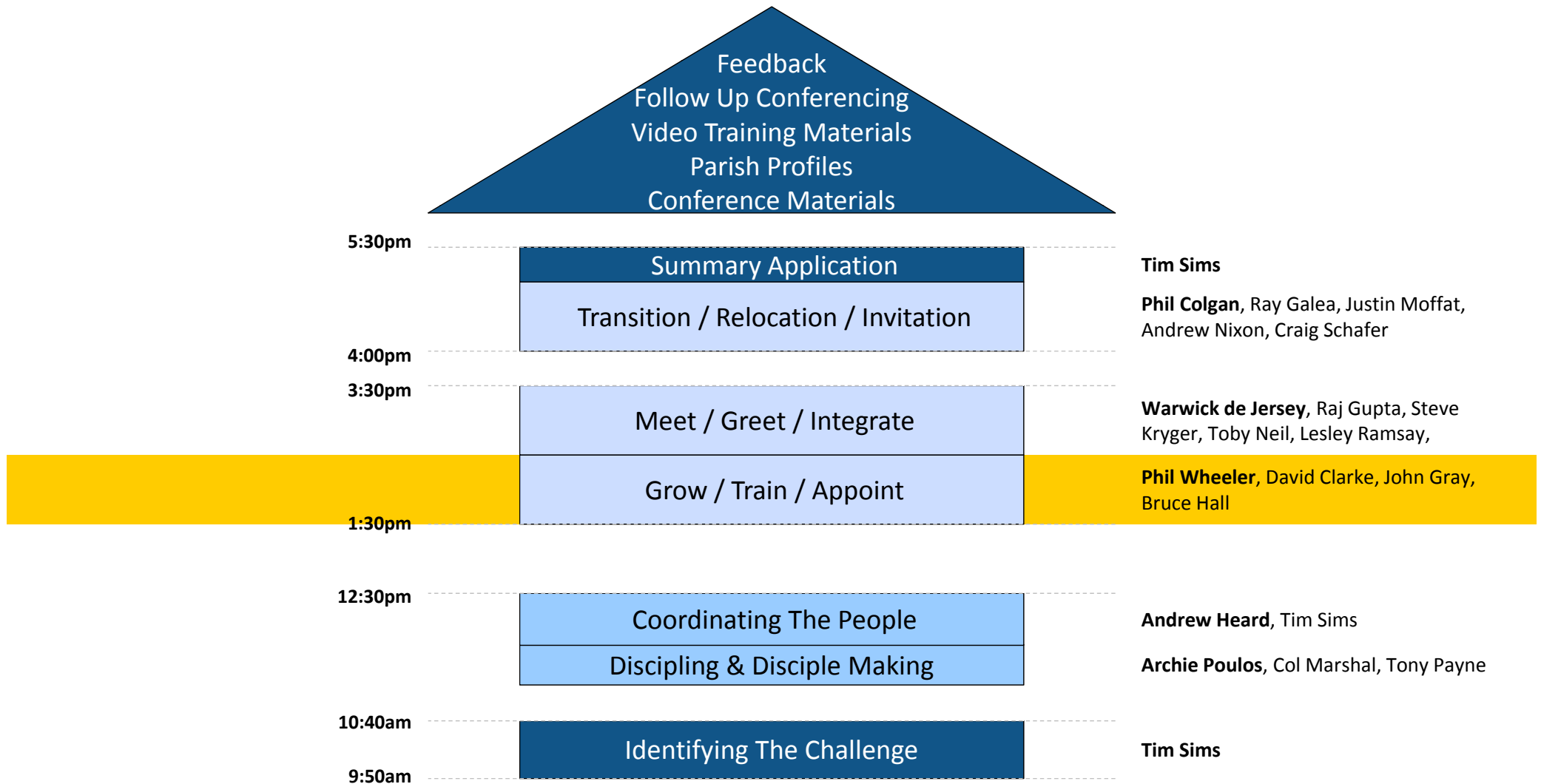
Discussion Points

- 1. Diary Challenges**
- 2. Traditional Model**
- 3. An Alternative Approach**
- 4. Practical Constraints**

Common Challenges



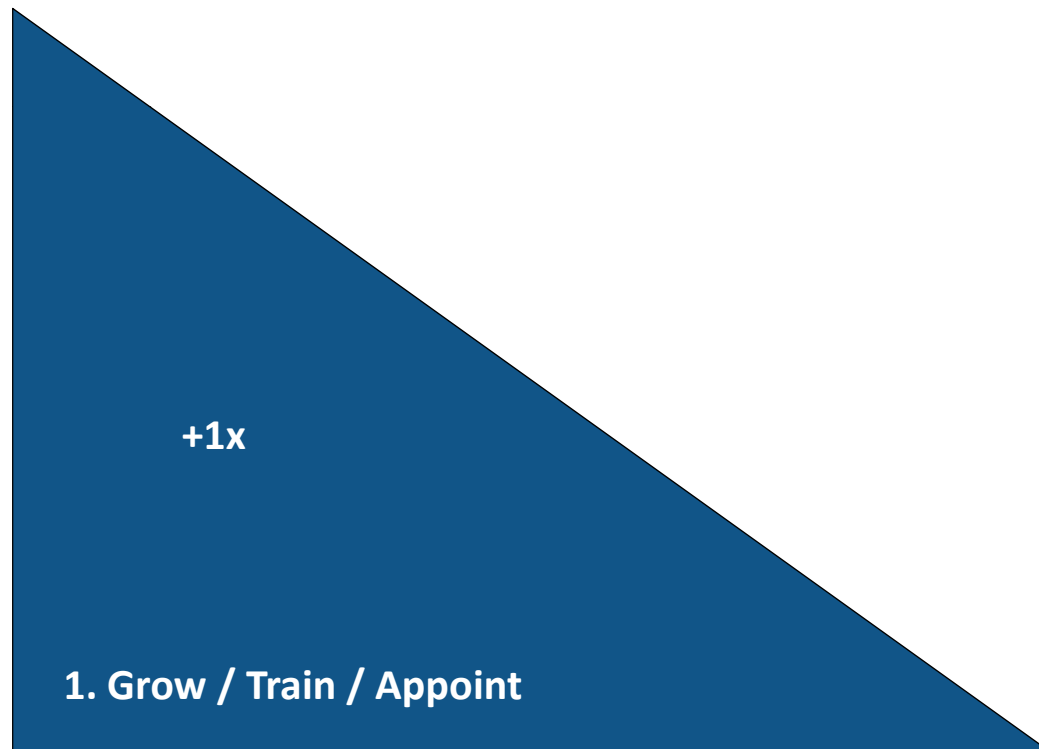
Agenda



Grow / Train / Appoint

Assumption

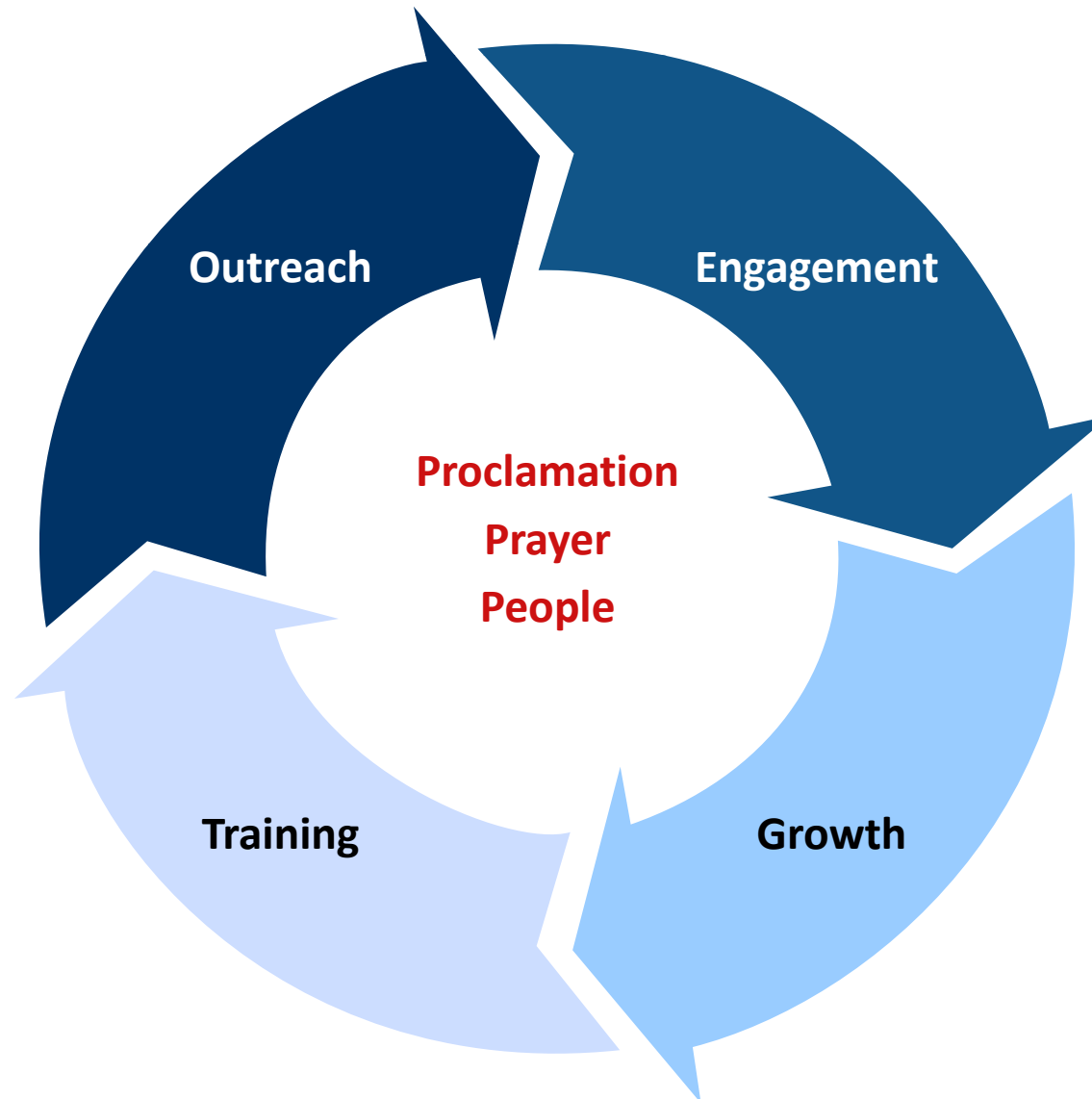
30% of regulars less than once a month become regulars more than once a month

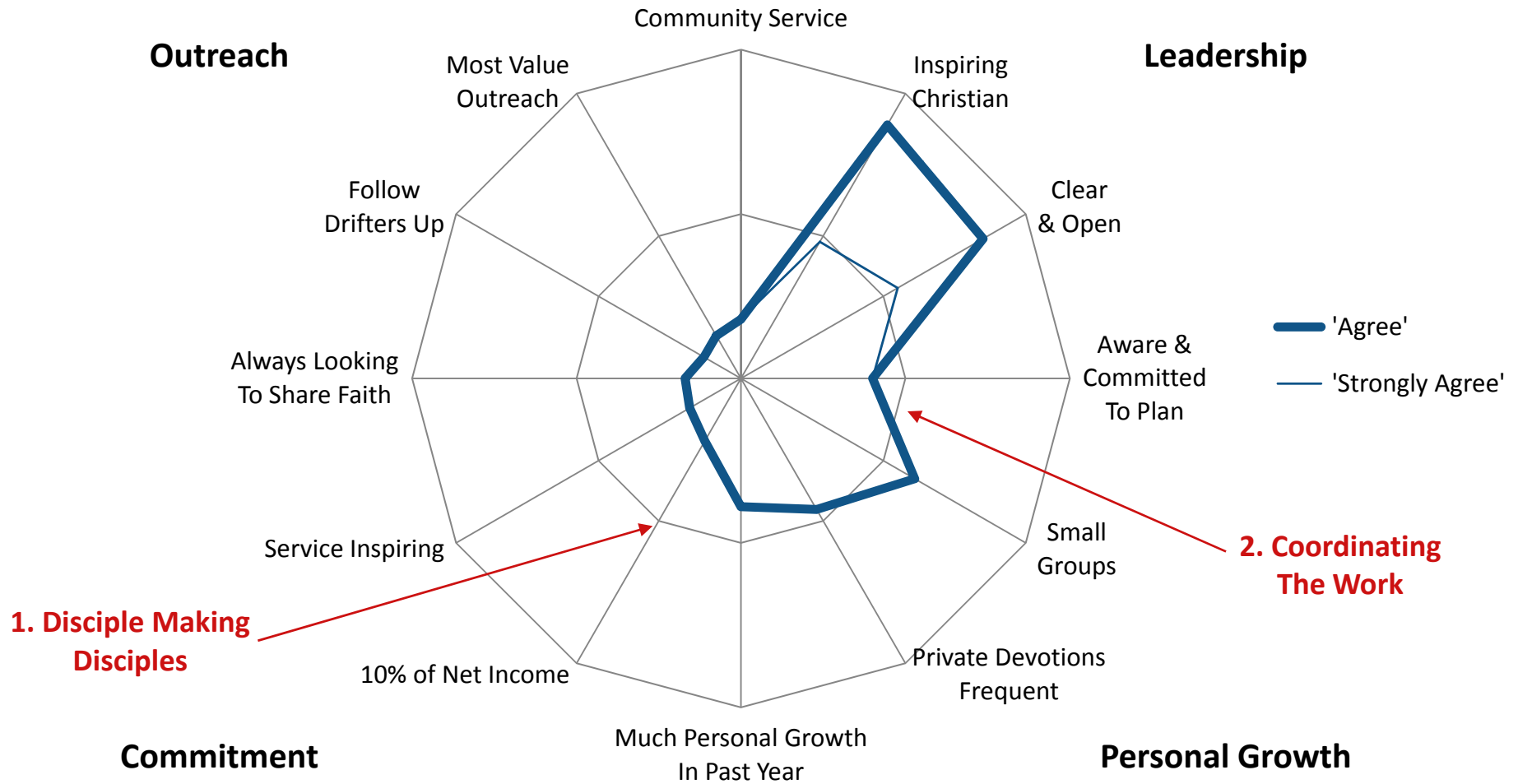


Note: +1x means 100% increase in current attendance

Disciple Making Disciples

Matt 28:19-20





Main Reasons For Failure Of Leadership

- 1. Failure of conviction and leadership as to an appropriate model**
- 2. Failure to train coach, mentor and pastor group leaders**
- 3. Imbalance of core small group elements**
- 4. Unclear or competing expectations**
- 5. Stagnation due to lack of growth purpose**
- 6. Lack of clarity and connection with regard to the overall mission**

Make disciple making disciples

Matt 28:19-20

**Spiritual growth through obedience to the Word, prayerful dependence on God,
and living by the Spirit and bearing the fruit of the spirit**

Jn 8:13,14:23-24,15:1-8; Eph 6:18, Col 1:10, Col 4:2, 2Tim 3:16-17

Demonstrating love for the brethren and exercising 'one another' commands

Jn 13:35, Gal 6:10, 1Jn 3:21-24, 4:7

Showing concern for and witnessing to the lost

Matt 28;19, Col 4:2-6, 1Pet 2:11-12, 3:15-17

Living a life of costly self sacrifice and servanthood

Deut 10:12, Matt 16:24-25, Lk 14:25-27, Eph 4:12, 1Pet 2:11-12, 3:15-17

Intentionally seeks to make and grow –other disciples

Matt 28:19-20

Making disciple making disciples

	Settings
	Clear model articulated / shared
A. Leaders	Selected / recruited
	Trained and mentored
	Not mandatory but purposeful
B. Core Elements	Coordinated teaching
	Word / prayer / one another
	Mission / service orientation
C. Quality	Sunset understanding
	Regular evaluation

Source: NCLS, Field Interviews, Literature Search

Agenda



5:30pm

Summary Application

Tim Sims

Transition / Relocation / Invitation

Phil Colgan, Ray Galea, Justin Moffat,
Andrew Nixon, Craig Schafer

4:00pm

3:30pm

Meet / Greet / Integrate

Warwick de Jersey, Raj Gupta, Steve
Kryger, Toby Neil, Lesley Ramsay,

Grow / Train / Appoint

Phil Wheeler, David Clarke, John Gray,
Bruce Hall

1:30pm

12:30pm

Coordinating The People

Andrew Heard, Tim Sims

Discipling & Disciple Making

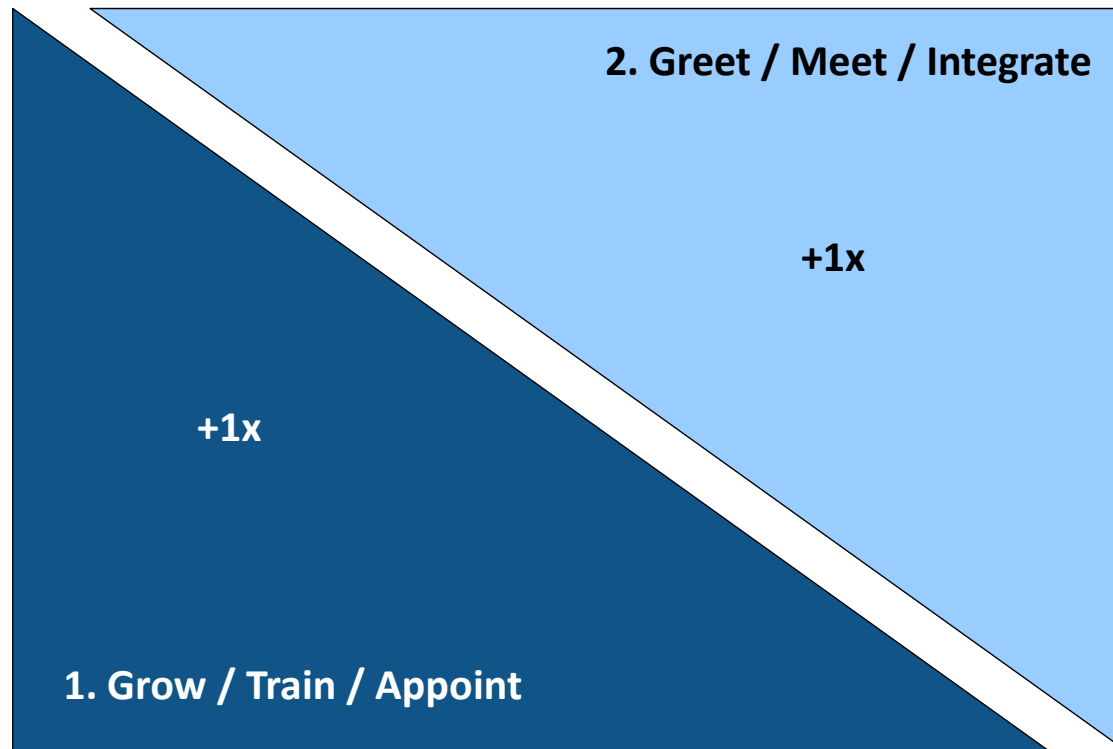
Archie Poulos, Col Marshal, Tony Payne

10:40am

Identifying The Challenge

Tim Sims

Meet / Greet / Integrate



Assumptions

- Annual visitations
 - Churched visitors 1.0x
 - Non churched visitors 0.6x
 - Infrequents 2.8x
 - 4.4x**
- Special services 6.1x
- 25%¹ of visitors excluding special services

Note: +1x means 100% increase in current attendance

1. 25% excluding double counting re: Grow / Train / Appoint

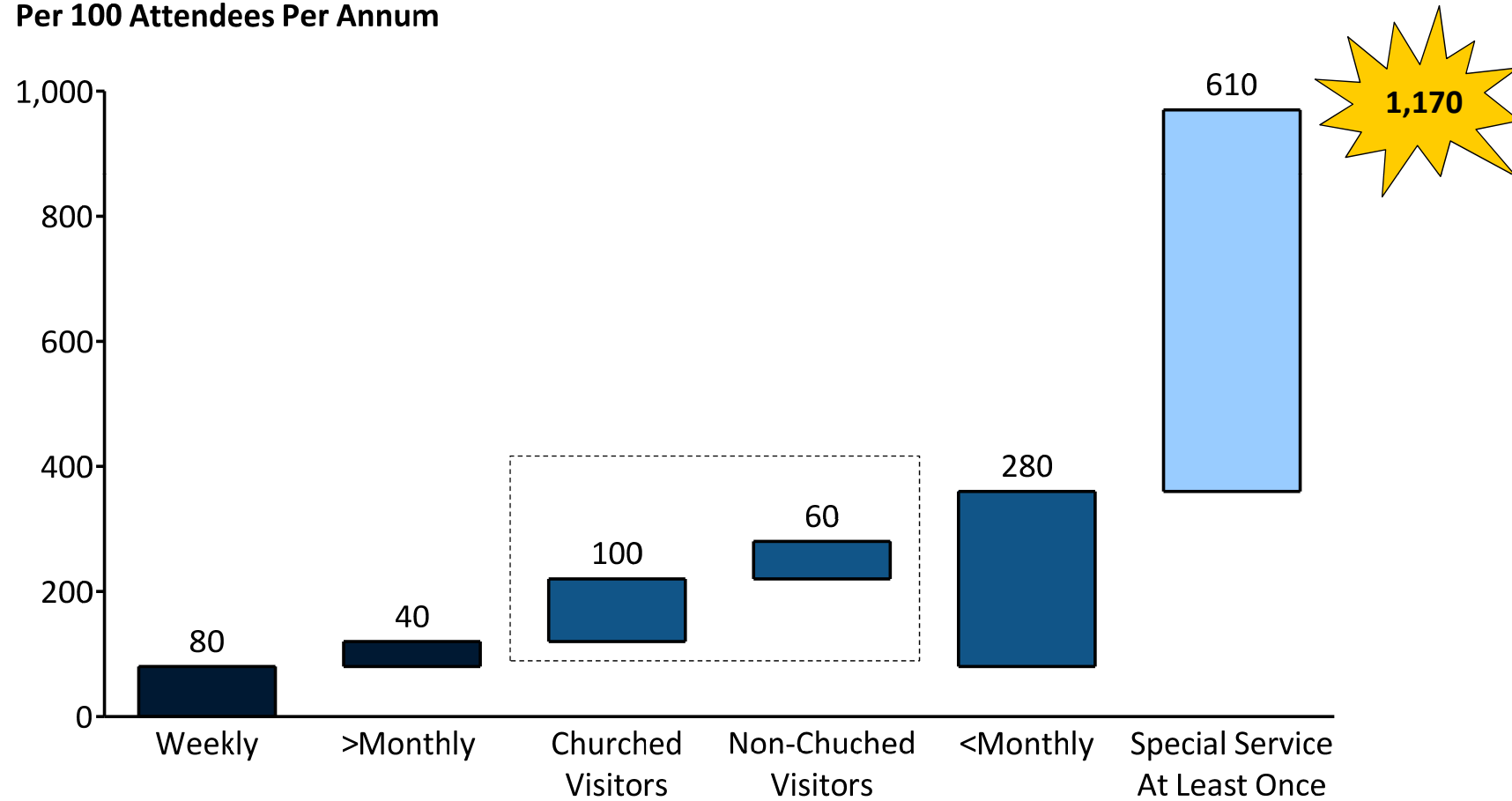
Disciple Making Disciples

Matt 28:19-20



Visitors

Per 100 Attendees Per Annum

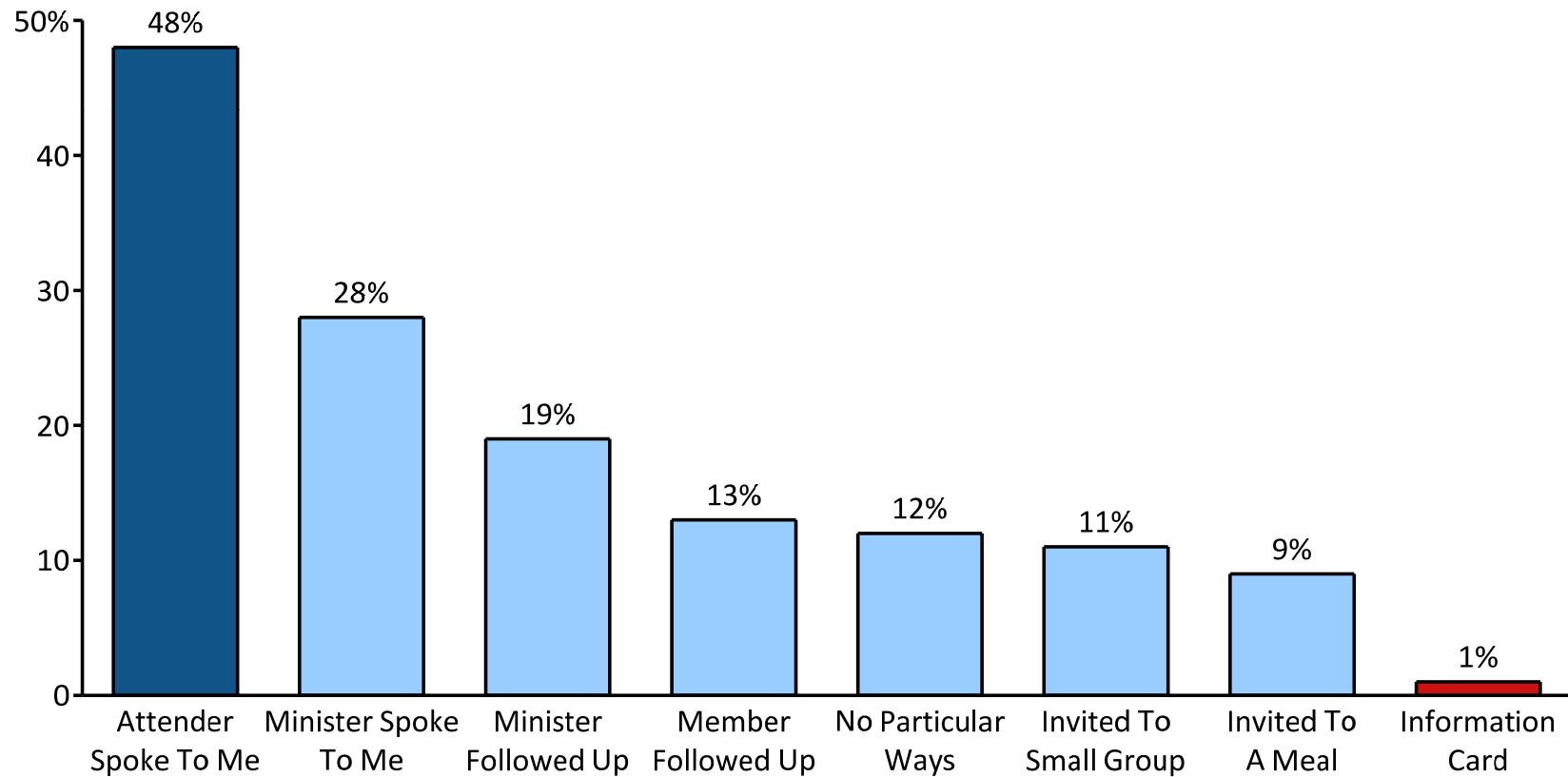


Annual Gains

Sydney 2001-2006

Per 100 Per Year	
Newcomers	+2.4
Switch In	+5.8
Switch Out	(5.0)
Drifted	(1.0)
Dead	(0.8)
Change	+1.4

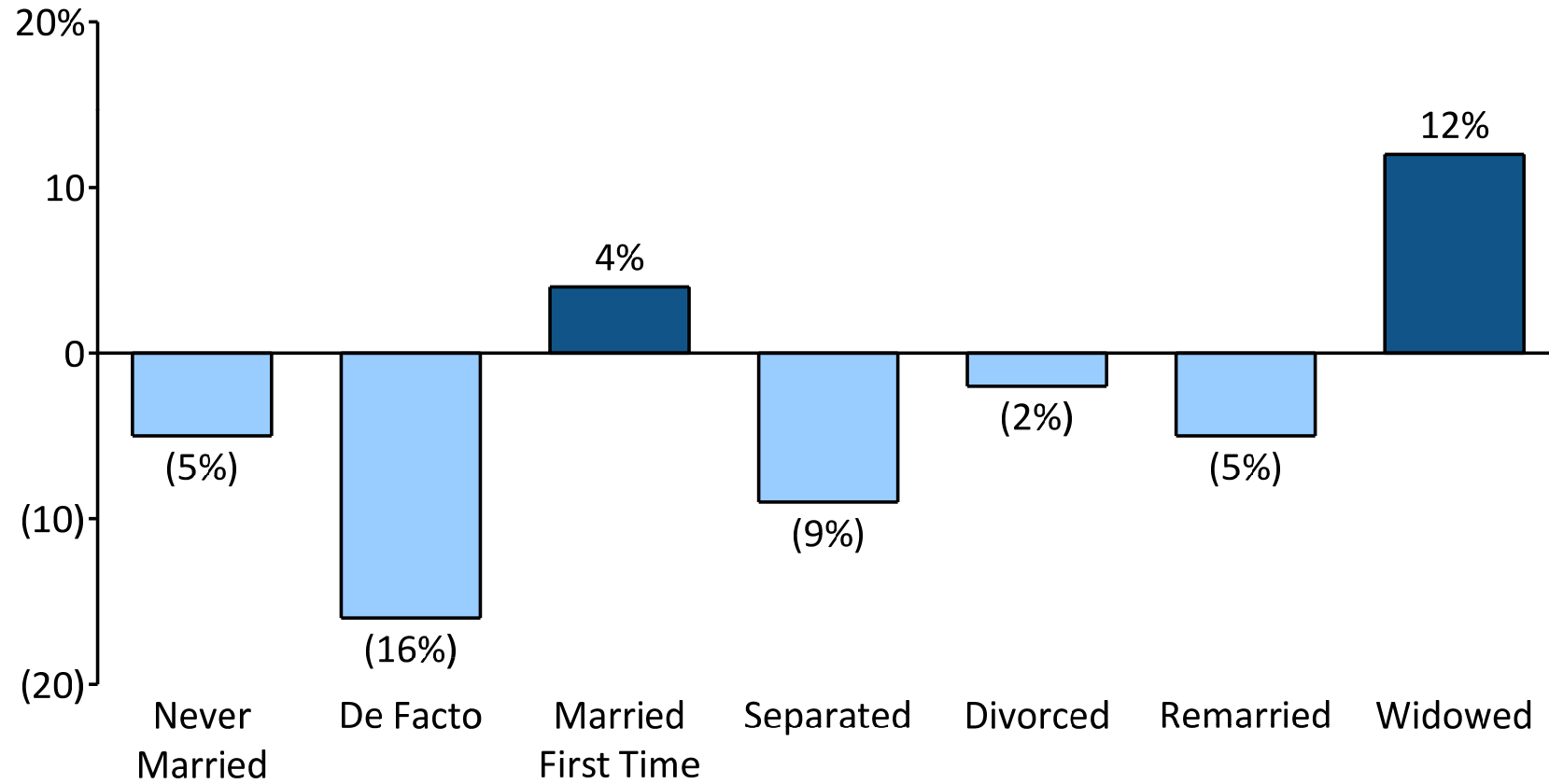
How were you successfully made to feel welcome?



Note: since attendees could select two responses, percentages may not add up to 100%

Source: Mission Under The Microscope

Percent Above and Below Average














Source: ACS98; Data normalised at 20%

A Coordinated Response

 Best Practice

 Diocesan Norm

	Stages / Steps	None	Acknowledge	Engage	Triage	Own
Before the service First 10 minutes	Labels					
	Greeters					
	Ushers					
In the pew Last 10 minutes	Visitor Card					
	Pathway					
	Pew Missionaries					
After church Next 36 hours	Staff Call					
	Attendee Invitation					
	Discipling Relationship / Group					

Sources: Literature search, Field interviews, Work shops

Church Community Builder

Software

Toongabbie Anglican Church

Help Settings Logout

Home Groups Calendar Messages People **More** Reports Search

AM - Visitor [back to processes](#)

Welcome letter i
0 Unassigned 40 Done
Make Contact i
3 Unassigned 8 Not Started 31 Done
Visit i
2 Unassigned 2 Not Started 14 Done
30 day follow up i
3 Unassigned 4 Not Started 3 Done
90 day follow up
0 Unassigned

Actions

Add a new queue...

Add a new queue by typing the name in the box below and then press **enter**.

Reorder queues

Edit this process
Edit process managers

EV Church

Meet / Greet/ Integrate

**GET
INFO**



Want to find out more about EV Church

**GET
LIFE**



Want to find out more about Jesus

**GET
MOVING**



Want to get connected into church life

**GET
GROWING**



Want to join a growth group & grow in the Word

**GET
SERVING**



Want to join us in ministry and mission

**GET
DEEPER**



Want to go deeper in your Christian life

At the Bunker you can sign up for which ever event is most suitable for you

Agenda



Transition / Relocation / Invitation

Assumptions

- 0% of resident protestants say yes to an invitation **0.0x**
- 16% of relocating protestants say yes to an invitation **2.0x**
- 20% of decreased attendance decide to stay **0.5x**

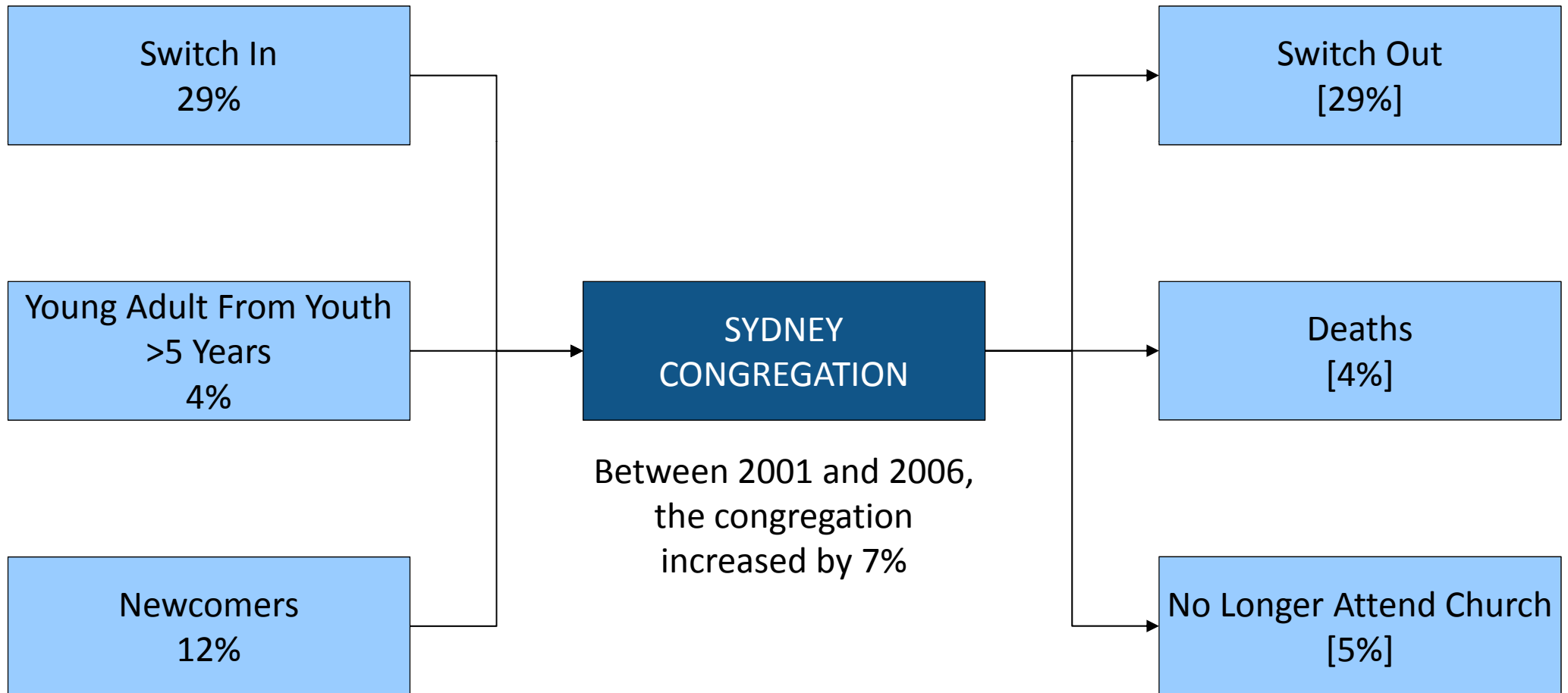
3. Transition / Relocation / Invitation

+2.5x

Note: +2.5x means 250% increase in current attendance

Inflow / Outflow

Sydney Anglican 2001-2006

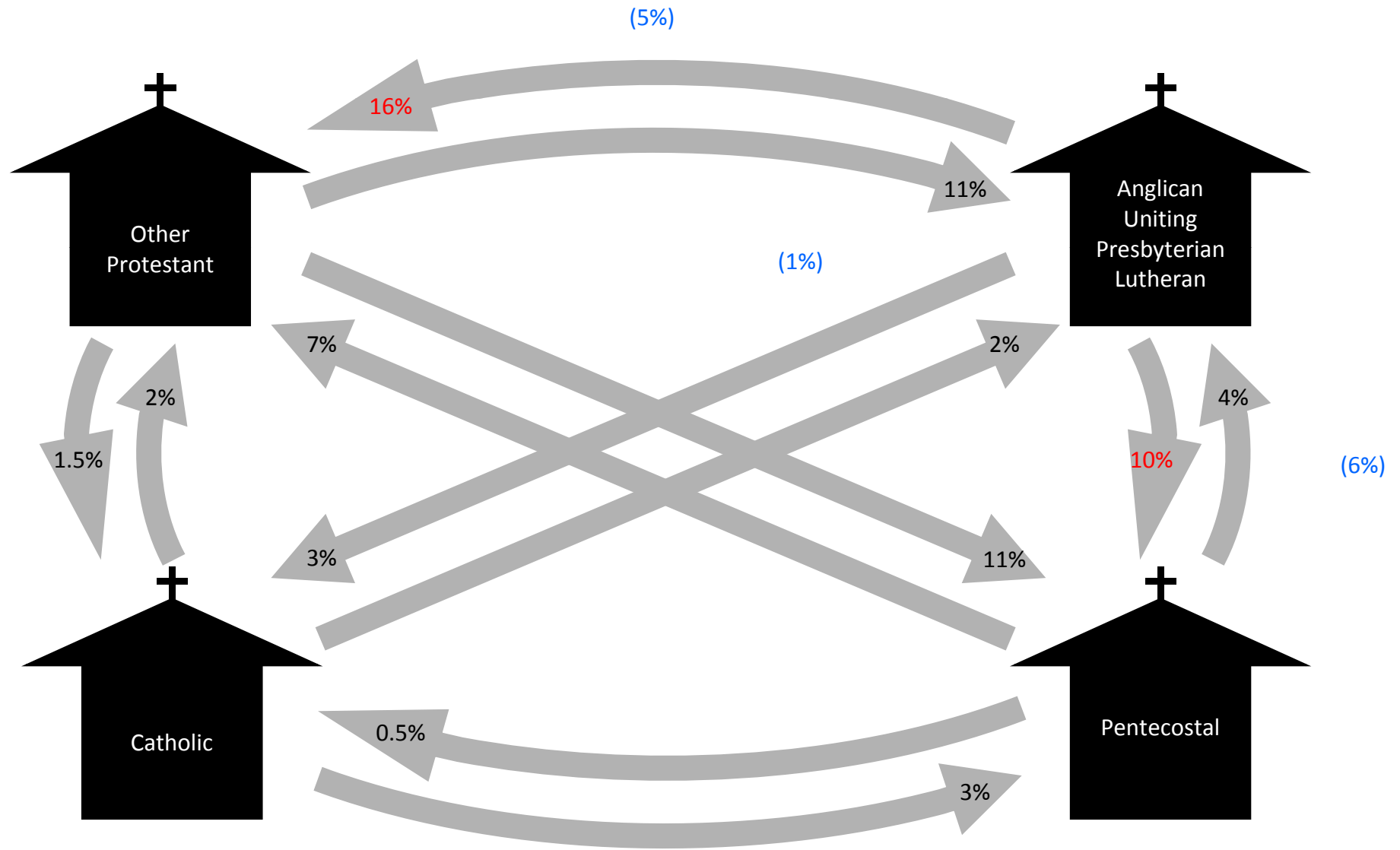


[] estimates

Source: NCLS06

Inflow / Outflow

Cross Denominations 1991-1996



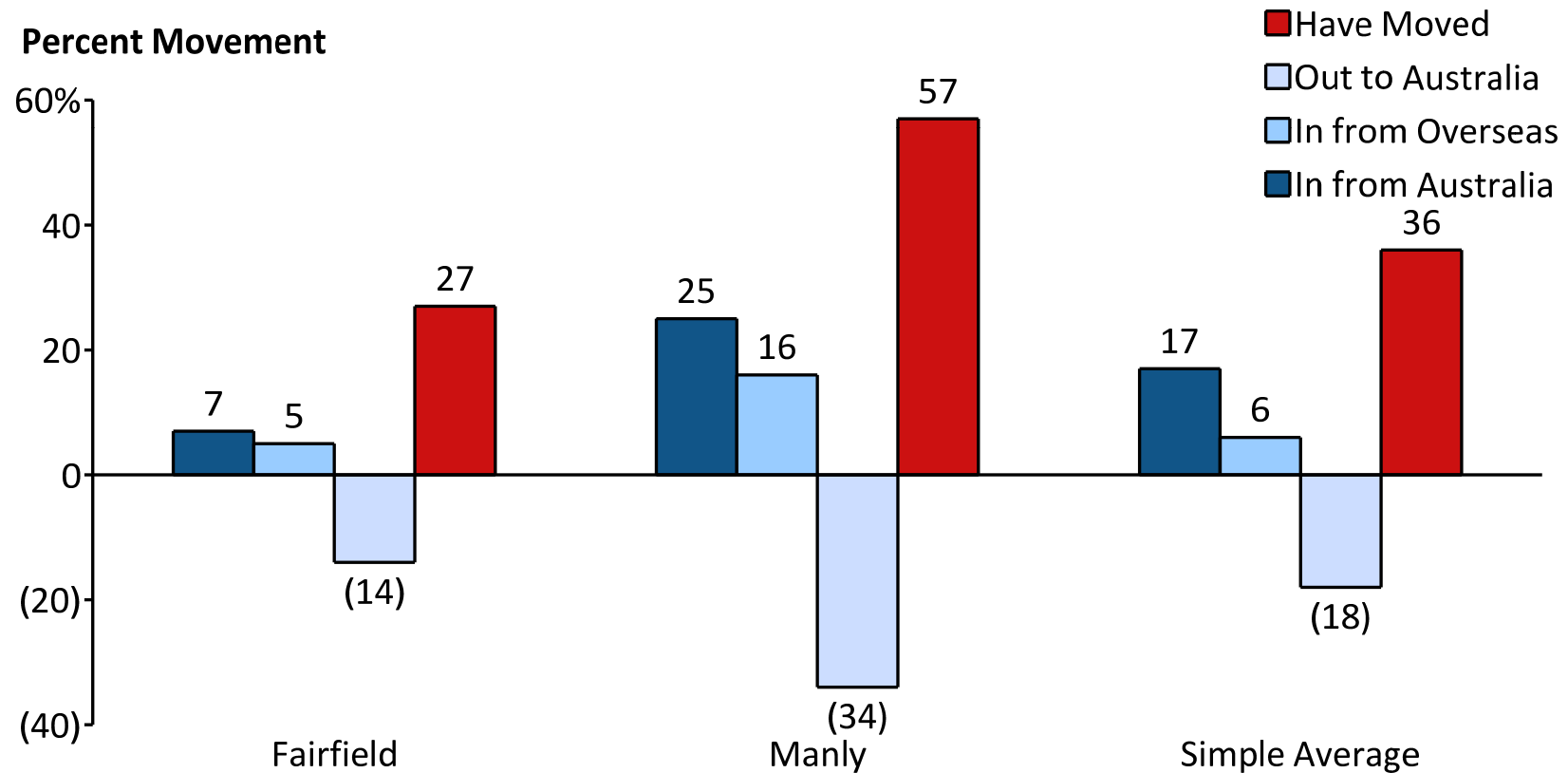
Source: Build my church, NCLS96, CCLS96

Note: % denote 5 year movements

Relocation

2001-2006

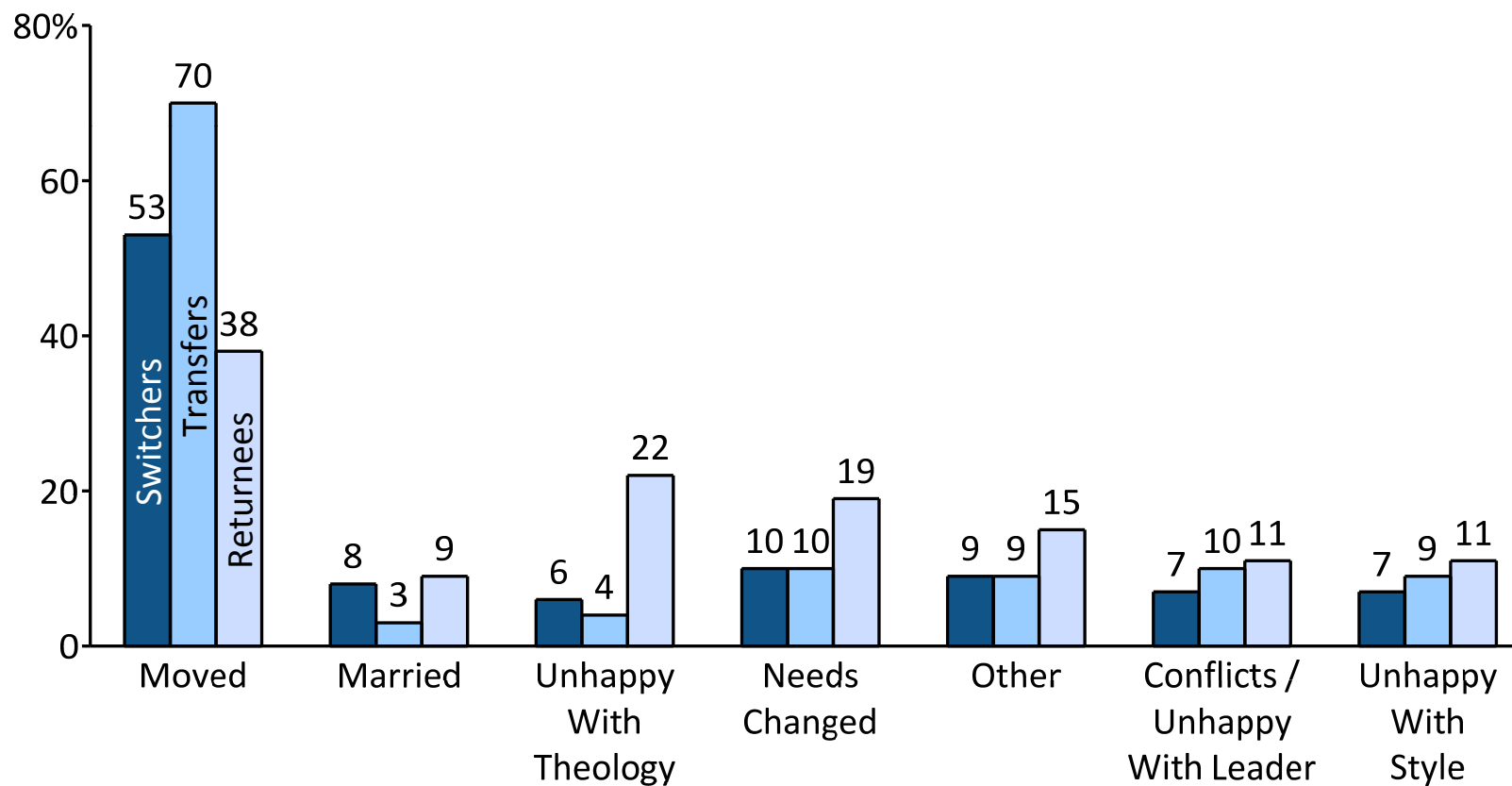
Council Area Examples



Note: Some move within suburb

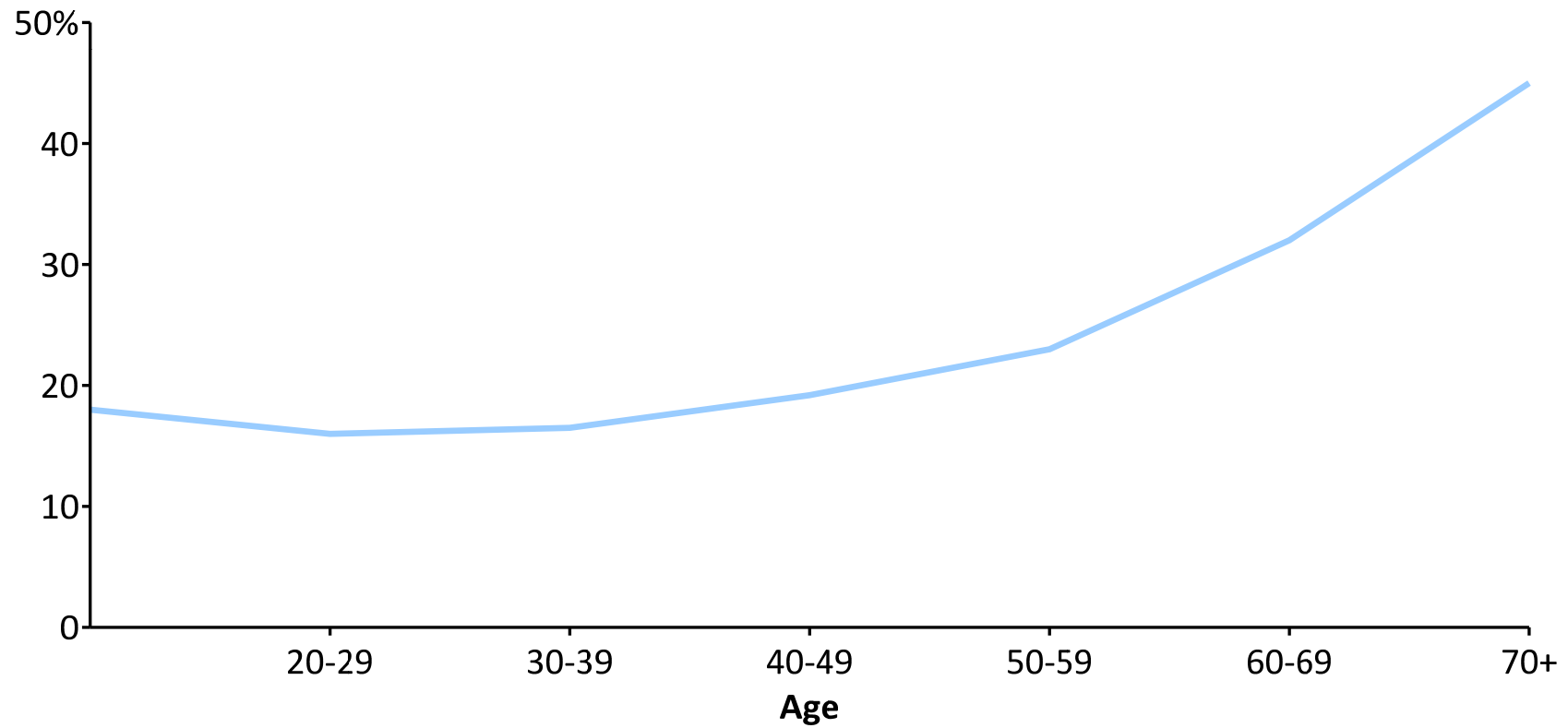
Sources: Council Records, NCLS91, Winds of change

Reason Left Previous Congregation ...

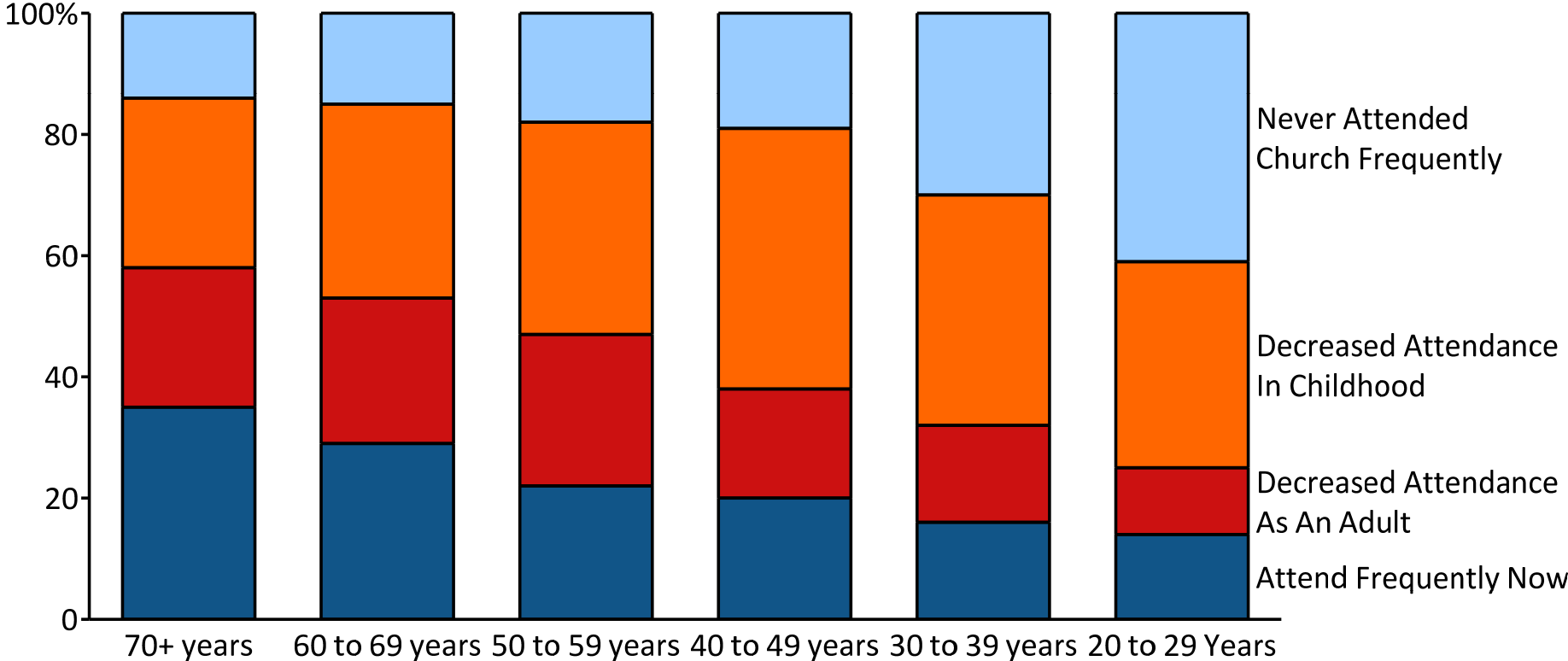


Source: NCLS91, Winds of change, NCLS96, Build my church. Anglicans and Protestant only

Believe Lifelong Loyalty Is Important



Stolen Generations

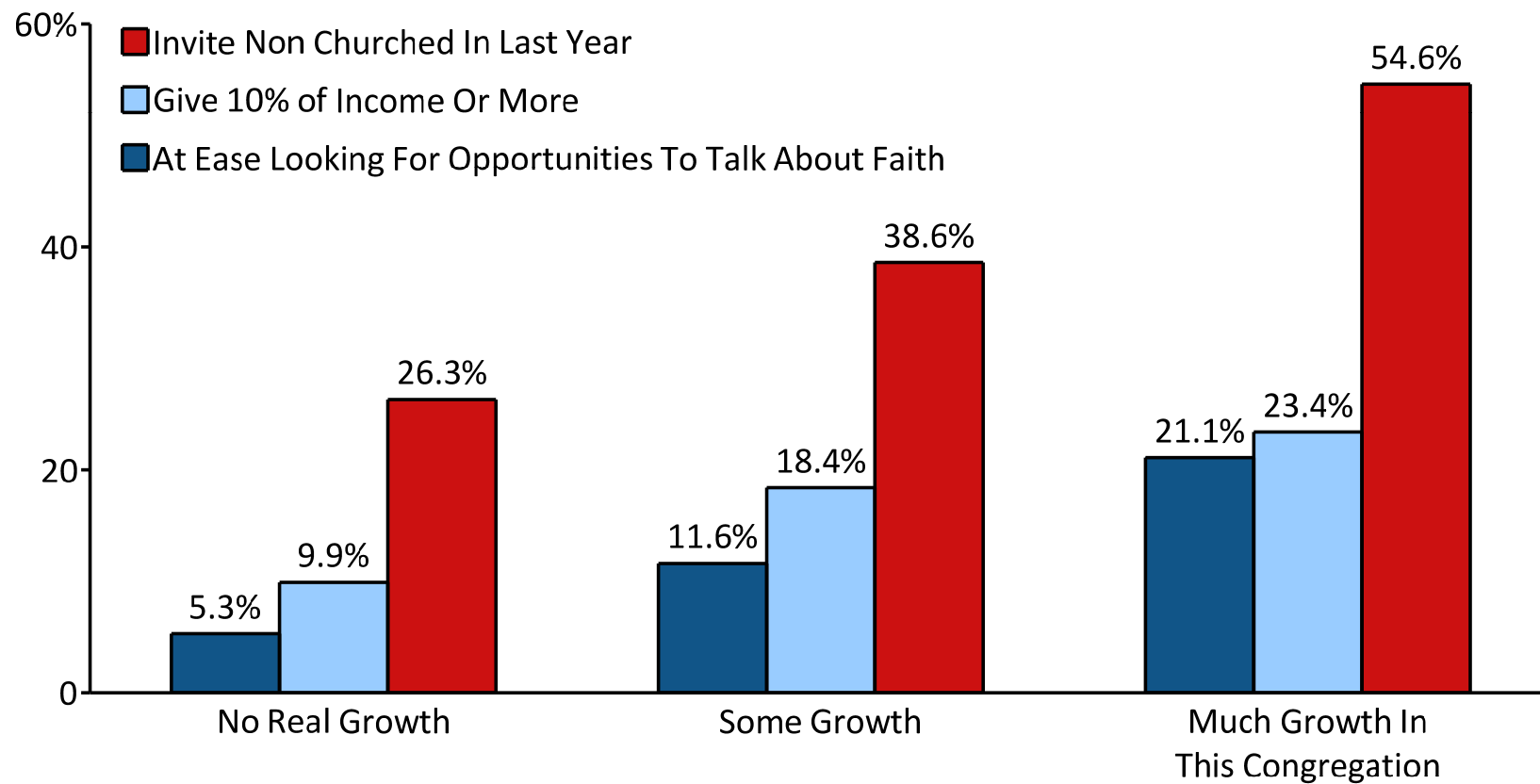


Source: ACS98 Mission under the Microscope

Transition

Dropout Rate	Secondary / Post School	Left Home
Anglican	33%	43%
Lutheran	13%	19%
Reformed	5%	13%
Adventist	9%	29%
Baptist	20%	32%
Presbyterian	29%	33%
Uniting	37%	45%
Methodist	8%	29%

Personal Growth

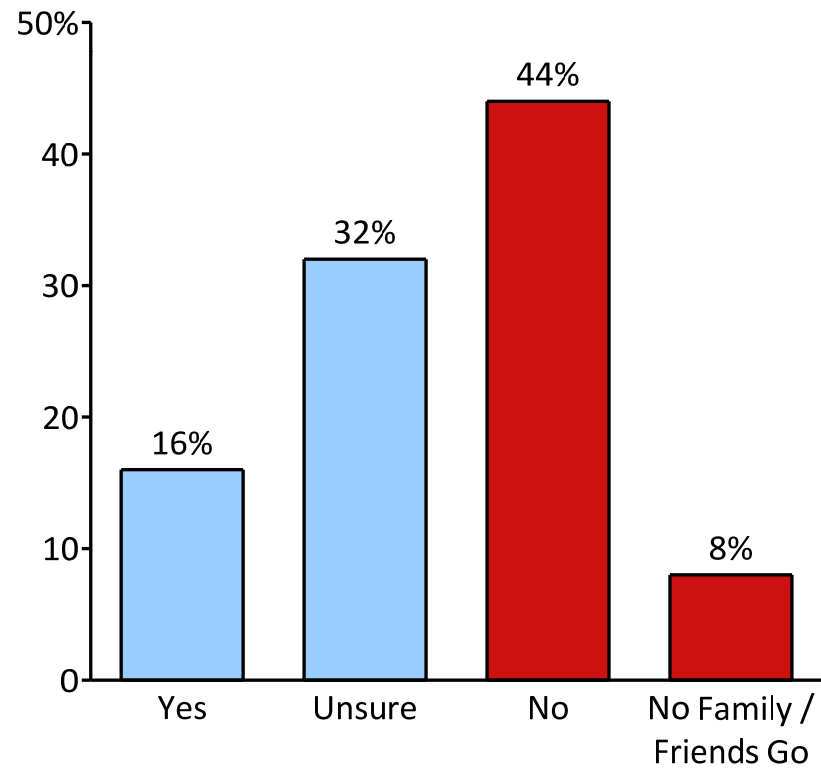


Source: NCLS06, Anglicans only

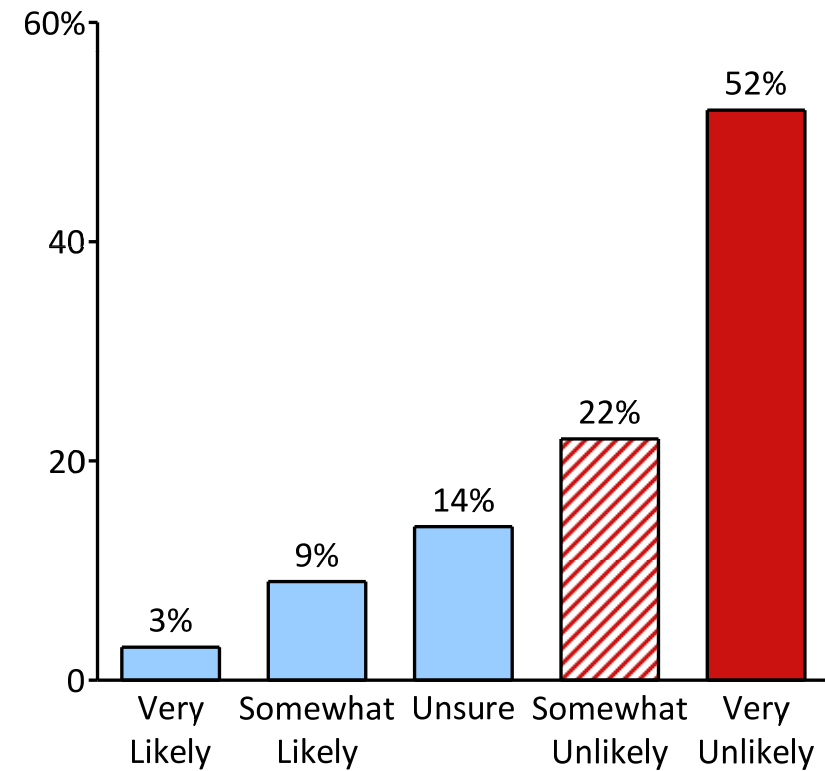
Invitation

Unchurched

Willingness To Accept An Invitation



Likelihood Of Becoming Frequent



Agenda

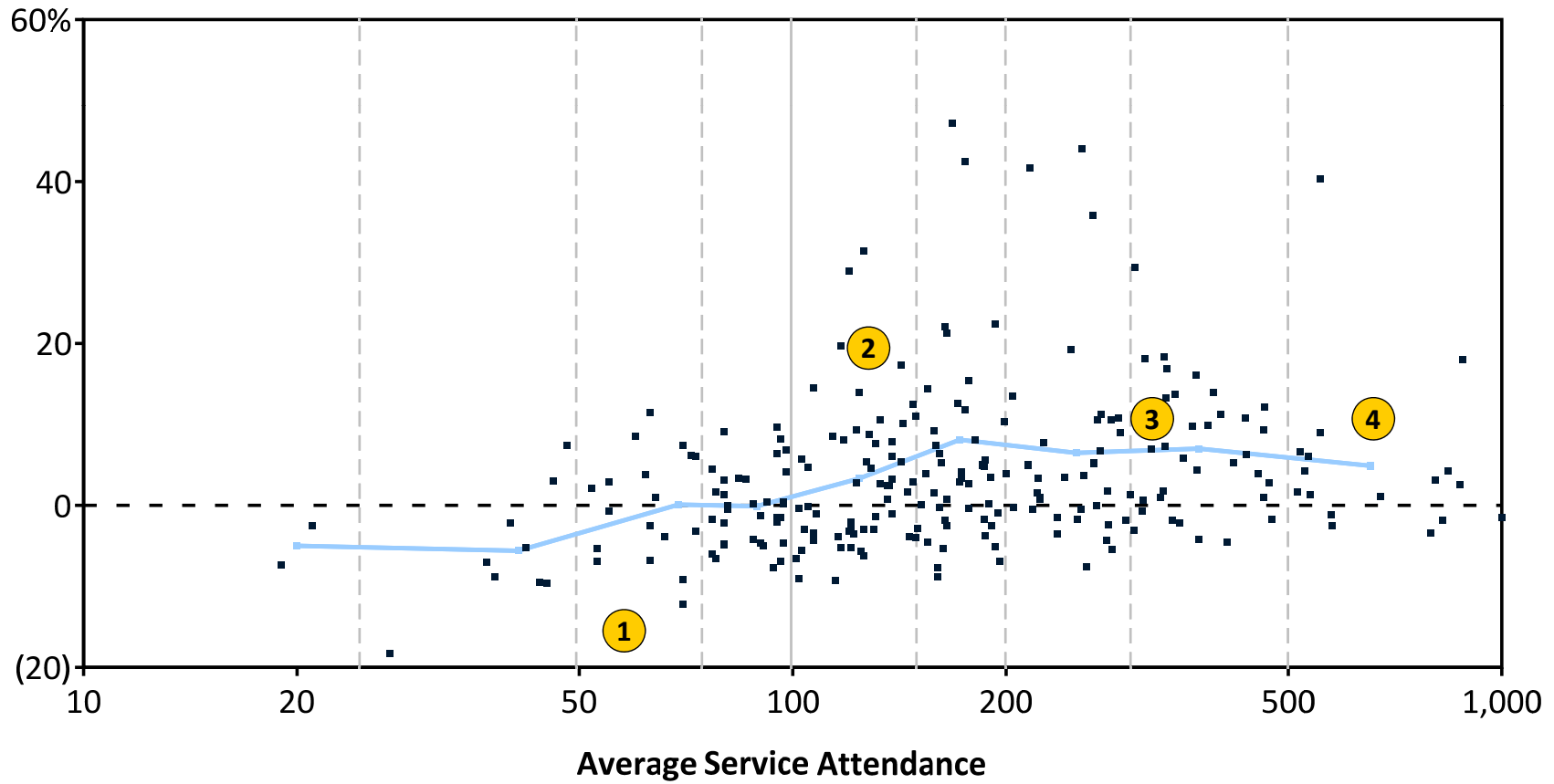


5:30pm	Summary Application	Tim Sims
	Transition / Relocation / Invitation	Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer
4:00pm		
3:30pm	Meet / Greet / Integrate	Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,
	Grow / Train / Appoint	Phil Wheeler, David Clarke, John Gray, Bruce Hall
1:30pm		
12:30pm	Coordinating The People	Andrew Heard, Tim Sims
	Discipling & Disciple Making	Archie Poulos, Col Marshal, Tony Payne
10:40am	Identifying The Challenge	Tim Sims

The Challenge

Sydney Parish 2006

Growth 2001-2006



Source: Parish records, DYB 1999-2008

Influences

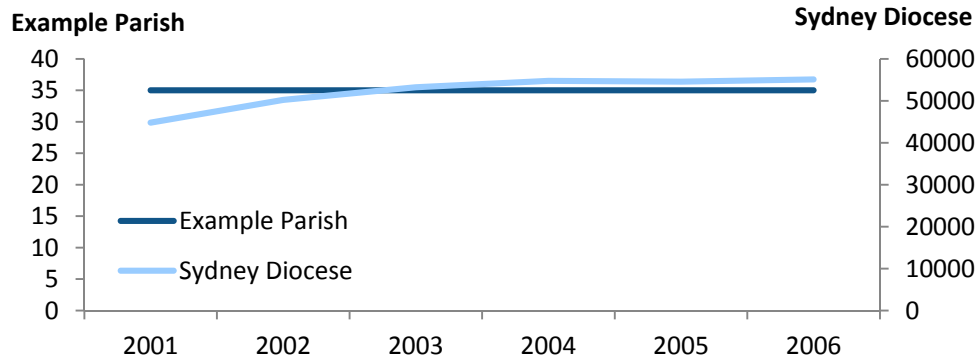
	Percent of Variance Explained	Personal Growth	Size Growth
Community	Local Context (Urban / Rural)	2.0%	8.0%
	Ethnicity	3.0%	1.0%
	Pop Growth	1.0%	4.0%
	Youth Mix	3.0%	3.0%
	Education	(9.0%)	(1.0%)
Leader	Age	(0.6%)	(0.8%)
	Ministry Years	(0.6%)	(1.3%)
	Congregation Years	0.1%	0.3%
Staffing	Cross Congregational	(1.4%)	(0.6%)
	High Ratio	0.0%	(0.7%)

Parish Profile

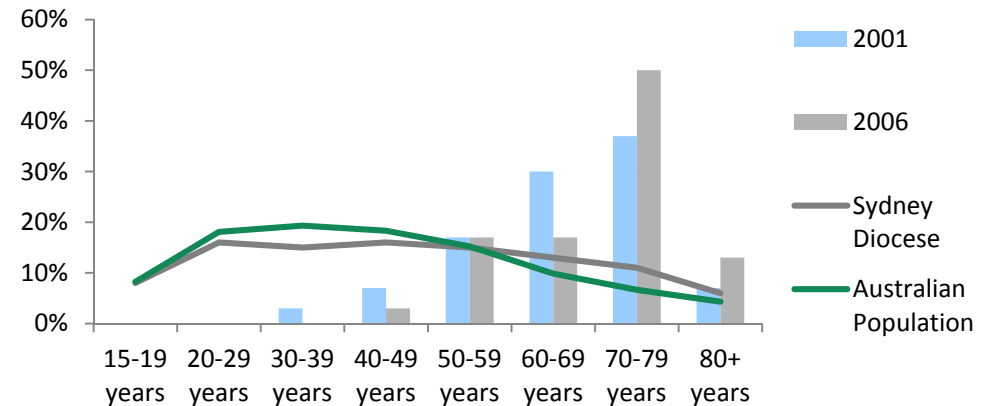
1 Small & Declining

Growth

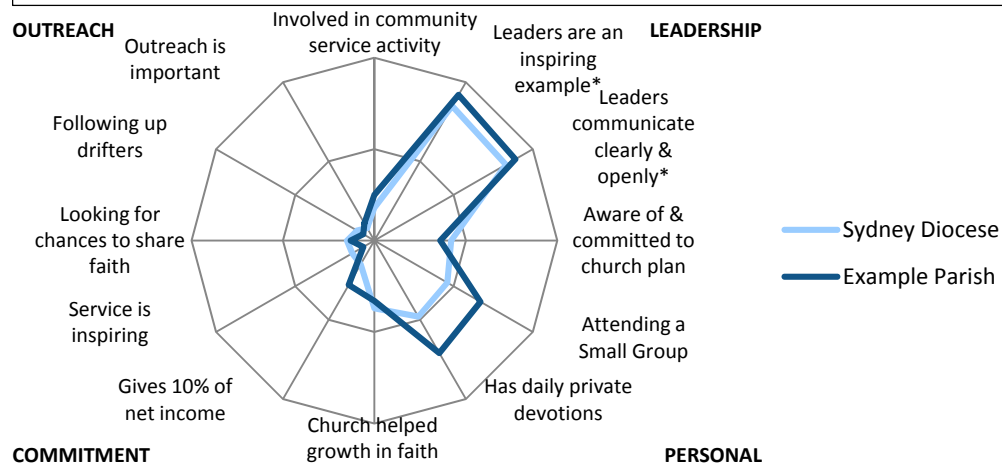
Average Number of People Attending Church Per Week



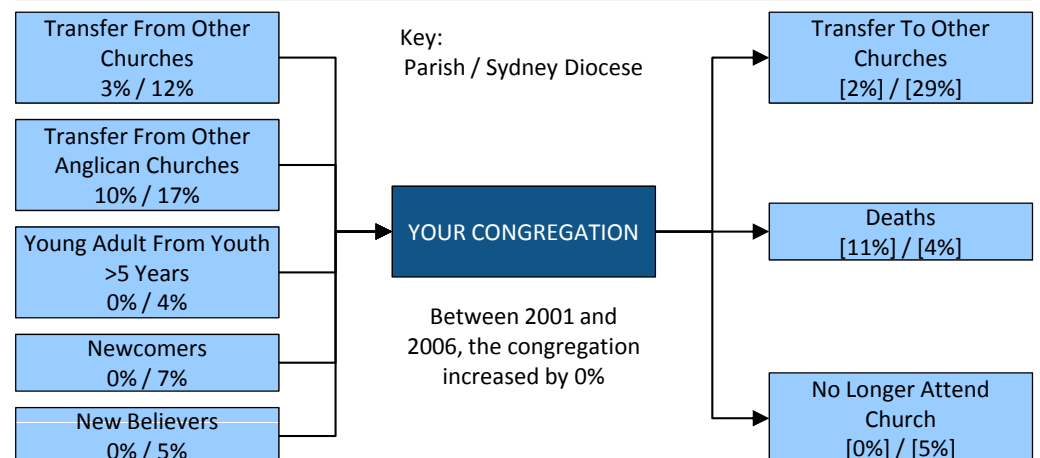
Age Profile



Congregational Health



Inflow & Outflow



*Responses of agree and strongly agree. [] indicate an estimate of transfers out based on historic flow indicators

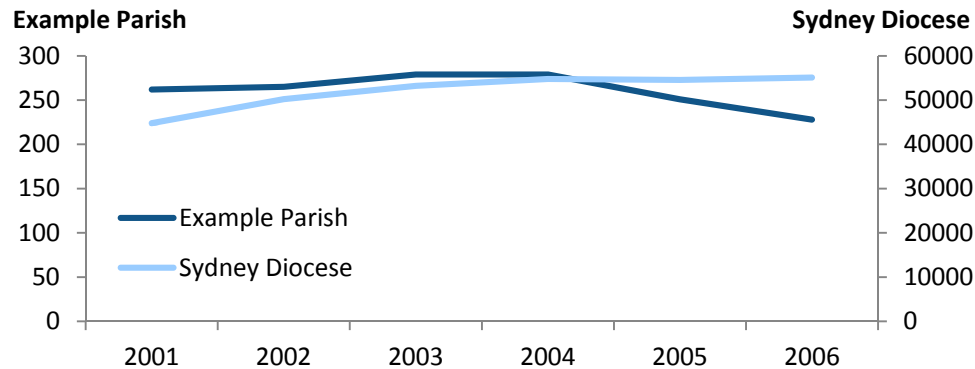
Source: ANGLICARE Research Unit

Parish Profile

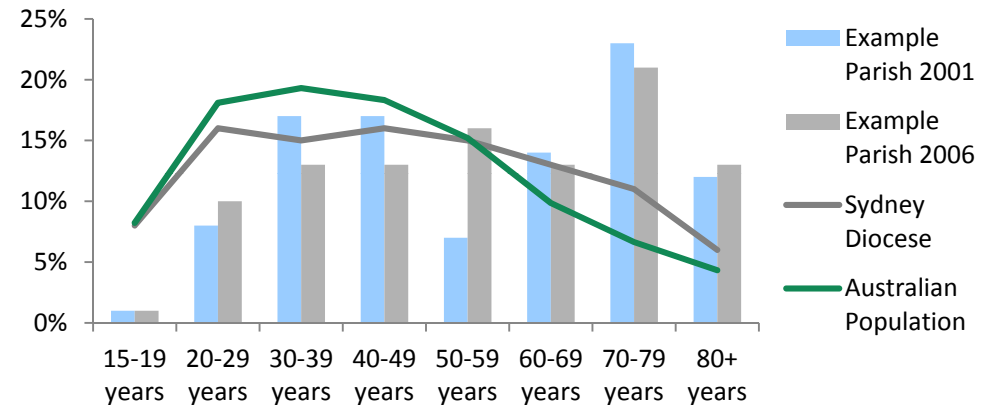
2 Medium And Not Growing

Growth

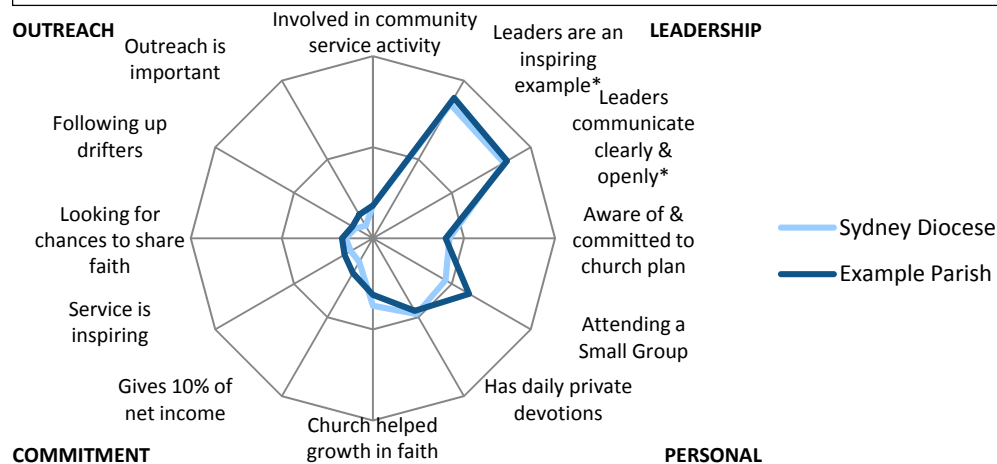
Average Number of People Attending Church Per Week



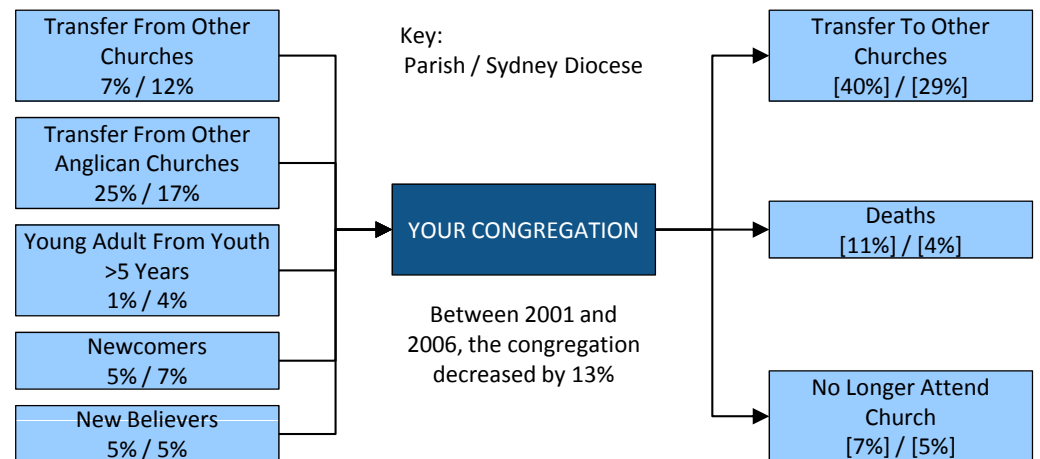
Age Profile



Congregational Health



Inflow & Outflow



*Responses of agree and strongly agree. [] indicate an estimate of transfers out based on historic flow indicators

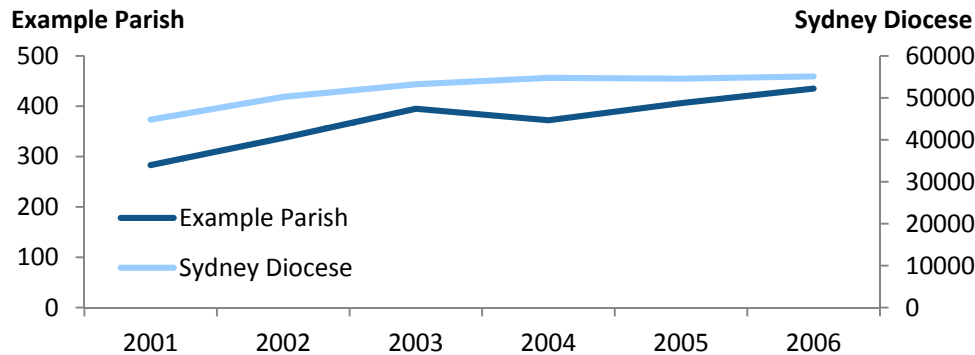
Source: ANGLICARE Research Unit

Parish Profile

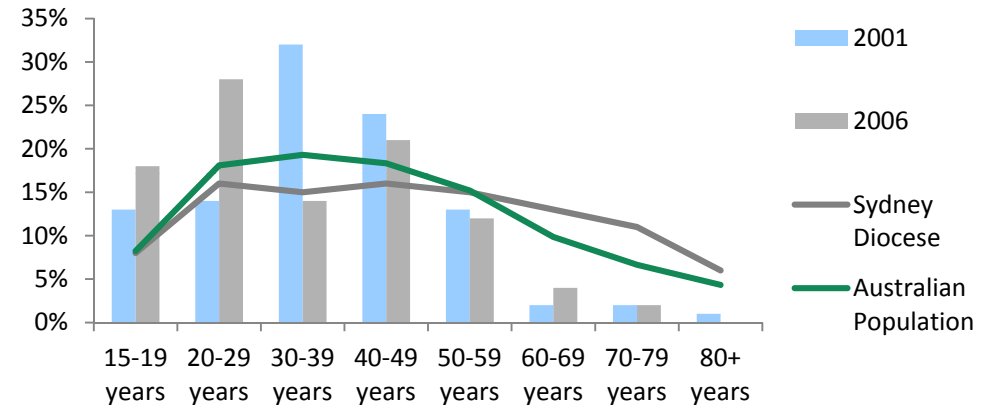
3 Medium & Growing

Growth

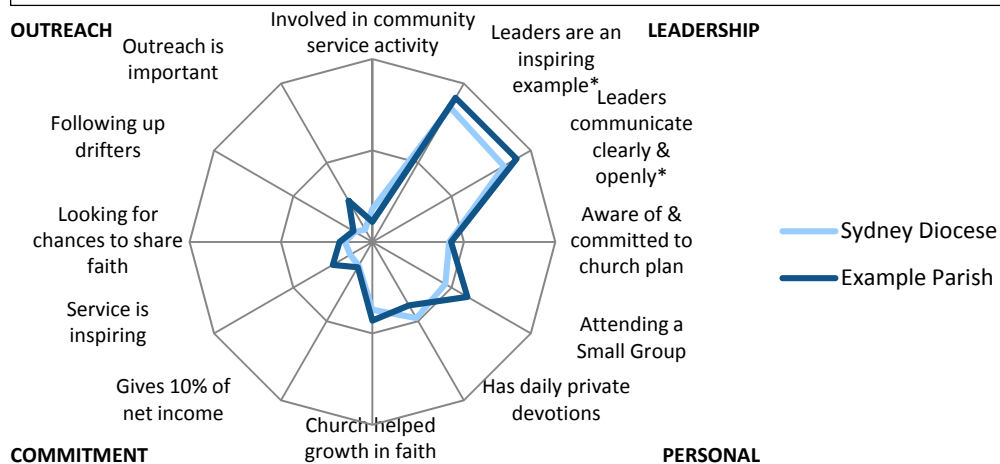
Average Number of People Attending Church Per Week



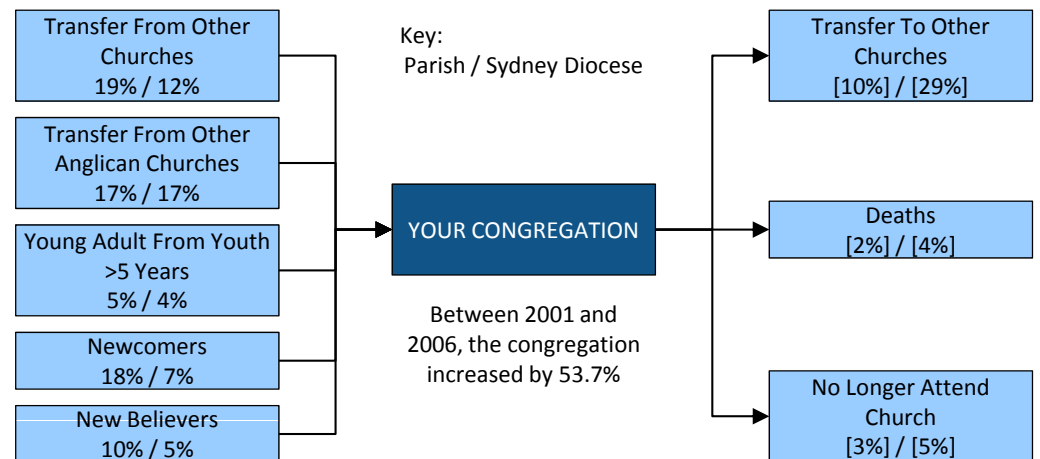
Age Profile



Congregational Health



Inflow & Outflow



*Responses of agree and strongly agree. [] indicate an estimate of transfers out based on historic flow indicators

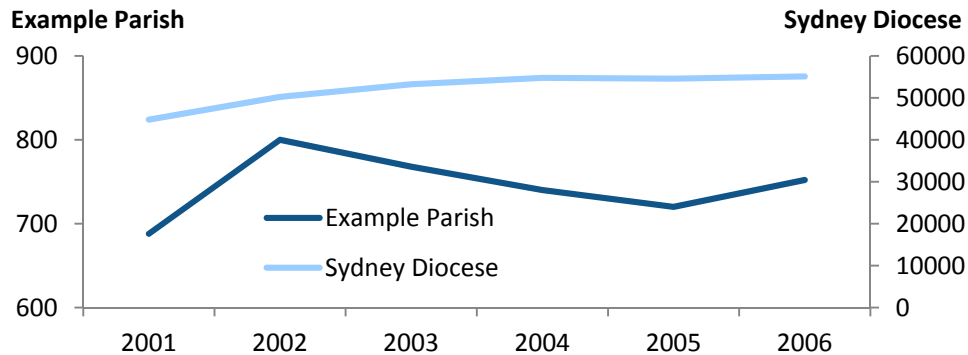
Source: ANGLICARE Research Unit

Parish Profile

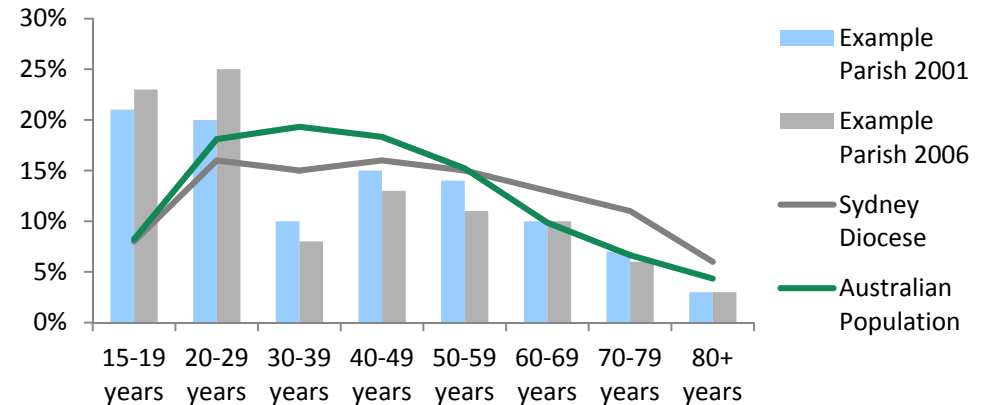
4 Large & Modest Growth

Growth

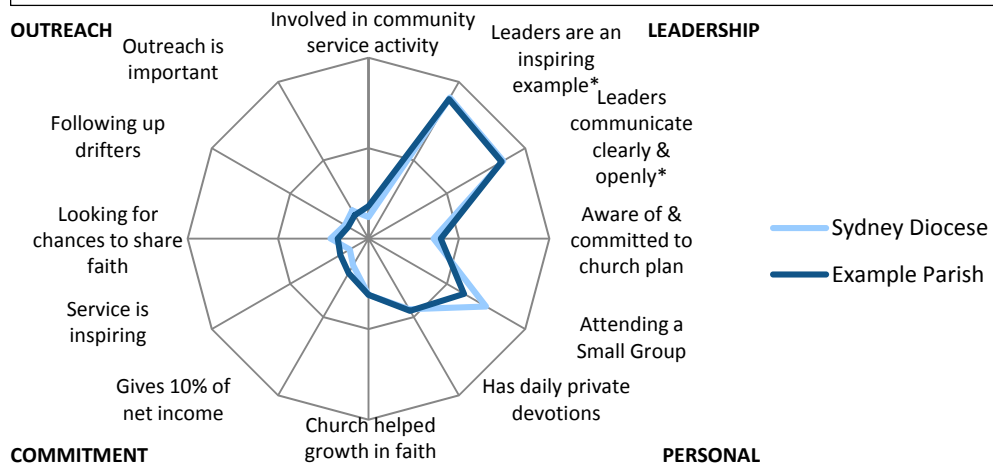
Average Number of People Attending Church Per Week



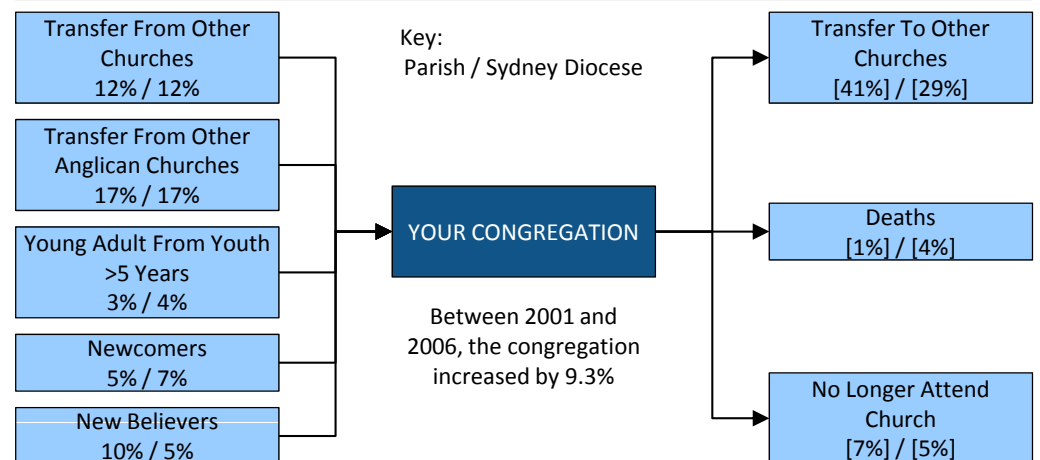
Age Profile



Congregational Health



Inflow & Outflow



*Responses of agree and strongly agree. [] indicate an estimate of transfers out based on historic flow indicators

Source: ANGLICARE Research Unit

Next Steps

Sequencing

Overall Profile

1. Trajectory
2. Age Profile
3. Flows
4. Spiritual Health

Resourcing

1. Personal Diary
2. Prayer / Devotion / Family Time
3. Staff Orientation / Alternatives

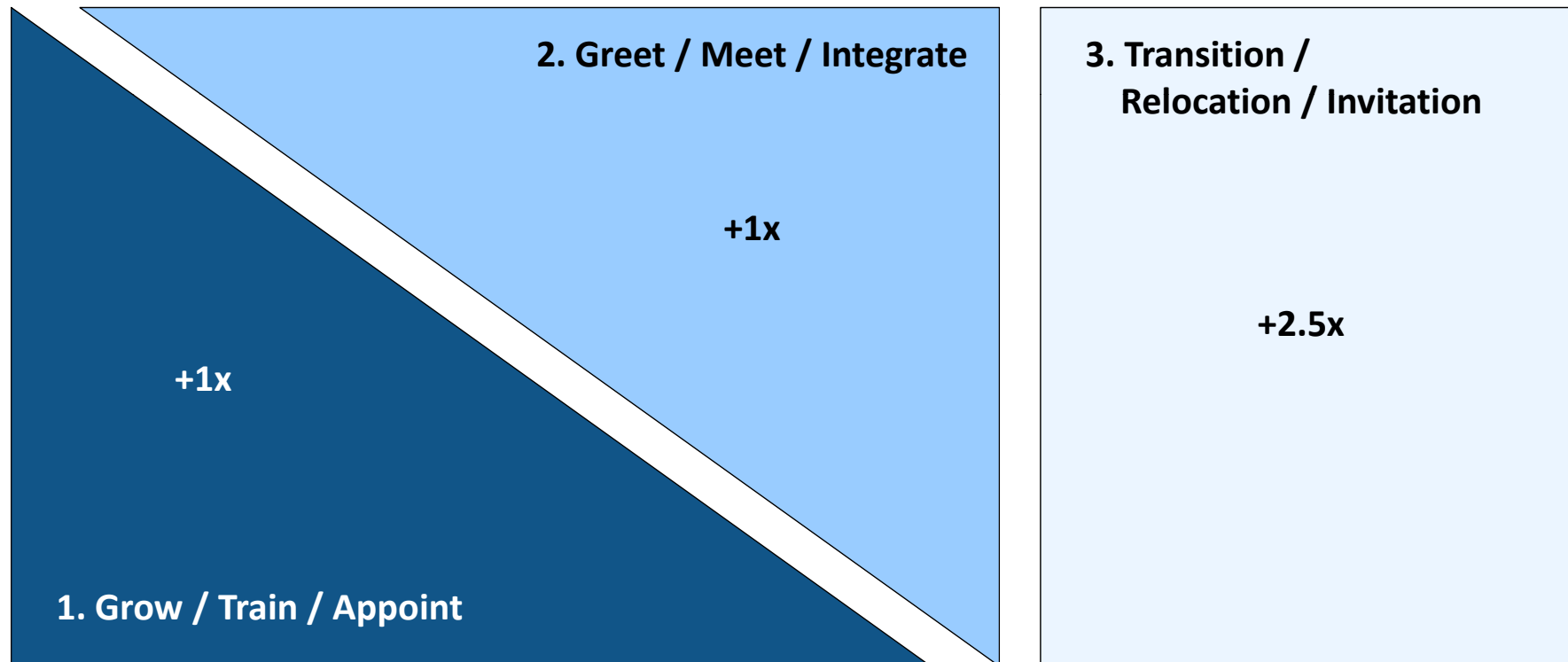
Core Disciplines

1. Grow / Train / Appoint
2. Meet / Greet / Integrate
3. Transition / Relocation / Invitation

Initiatives

1. Consensus Meeting With Parish Leadership
2. Logical Sequencing Of Effort
3. Accountabilities Of Review Points
4. **Leadership Sharing, Praying and Discipling ...**

Potential



Sovereignty Of God

And He is the head of the body ... (Col 1:18)

*Unless the Lord builds the house ...
(Psalm 127:1)*

*But you will receive power when
the Holy Spirit comes on you ...
(Acts 1:8)*

*For He has rescued us from the
dominion of darkness ... (Col 1:13)*

*Jesus answered, "I am the
way and the truth and the
life. No one comes to the
Father except through me*

Gifts of the Holy Spirit distributed according to his will ... (Hebrews 2:4)

(John 14:6)

*When he comes, he will convict the world of
guilt in regards to sin and righteousness and
judgement ... (John 16:8)*

*Unless I go away, the Counsellor will not come to
you ... (John 16:7)*

No one can come to me unless the Father who sent me draws him ... (John 6:44)

He will baptise you with the Holy Spirit and with fire ... (Matt 3:11)

*Therefore, he who rejects this instruction does not
reject man but God ... (Thess 4:8)*

*He saved us through the washing of rebirth
and renewal by the Holy Spirit ... (Titus 3:5)*

Website / Resource Ad



Follow Up

For enquiries or questions, for copies of the slides or access to the back up please contact:

Guy O'Hanna

Mobile: 0466 654 823

guyohanna@pep.com.au

Thoughts For The Road

*Pastoral authority can only be attained by **the servant of Jesus who seeks no power of his own**, who himself is a brother among brothers, submitted to the authority of the Word'*

*Leader must continually tell his followers quite clearly of the limited nature of his task and of their own responsibility...without this he will pass over into the image of the mis-leader...**he has to lead the individual into his own maturity**;*

*In the whole of world history there is always **one really significant hour - the present**...if you want to find eternity you must serve the times'*

Dietrich Bonhoeffer